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LABOUR MOBILITY

AUSTRALIA

EMBARGO: 11.30 AM (CANBERRA TIME) TUES 4 SEP 2012

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INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Supplementary Survey Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.



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NOTES

ABOUT THIS PUBLICATION

This publication presents information about people aged 15 years and over who, within the 12 months to February 2012, either had a change of employer/business in their main job, or had some change in work with their current employer/business, for whom they had worked for one year or more.

The statistics in this publication were compiled from the Labour Mobility Survey, conducted throughout Australia in February 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

ABBREVIATIONS

'000 thousand

ABS Australian Bureau of Statistics

ABSDL Australian Bureau of Statistics Data Laboratory

ANZSCO Australian and New Zealand Standard Classification of Occupations

ANZSIC Australian and New Zealand Standard Industrial Classification

ASCED Australian Standard Classification of Education

CUBE - confidentialised unit record file

LES Labour Force Survey

OMIE – owner manager of incorporated enterprise

OMUE—owner manager of unincorporated enterprise

RADI - Remote Access Data Laboratory

RSE = relative standard error

SACC - Standard Australian Classification of Countries

SE = standard error

Brian Pink
Australian Statistician

CONCEPTUAL FRAMEWORK

LABOUR MOBILITY

The following diagram illustrates the conceptual framework for the 2012 Labour Mobility Survey. People aged 15 years and over were classified according to the duration of their employment with their employer/business at February 2012 into two key groups:

- those who had been with their current employer/business for less than 12 months;
- those who had been with their current employer/business for one year or more.

People who worked at February 2012, who had been with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, industry, usual hours worked, or employment type, between their last and current employer/business.

People who had not changed their employer/business in the 12 months ending February 2012, are comprised of those who were working with their employer/business at February 2012 for less than 12 months and reported they had not changed employer/business, and those who had worked with their employer/business at February 2012 for one year or more. Information about the latter group is presented separately.

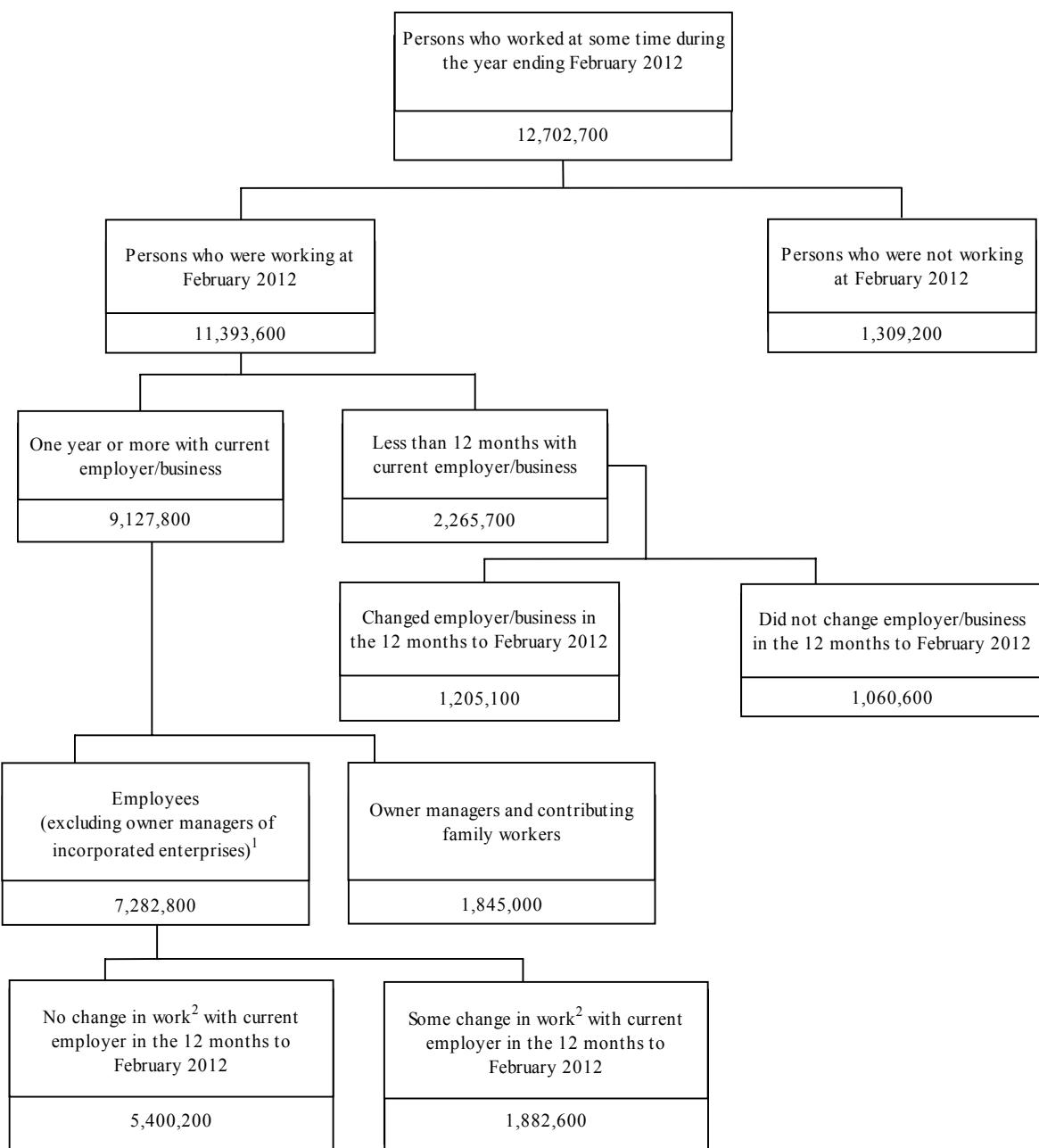
Employees (excluding owner managers of incorporated enterprises)¹ who, at February 2012, had worked for their current employer/business for one year or more, were asked whether they had been promoted, transferred to a different position, changed occupation, or changed usual hours worked in the 12 months to February 2012.

Employees (excluding owner managers of incorporated enterprises)¹ who reported any of these changes, were considered to have had some change in work in the 12 months to February 2012.

Information was also collected from people who were not working at February 2012 who ceased a job in the previous 12 months.

CONCEPTUAL FRAMEWORK *continued*

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END NOTES

1. Refer to the glossary definition 'Employment type' for further information.

2. Either promoted, transferred to a different position, changed usual hours worked or changed occupation. Refer to the glossary definition 'Change in work' for further information.

SUMMARY OF FINDINGS

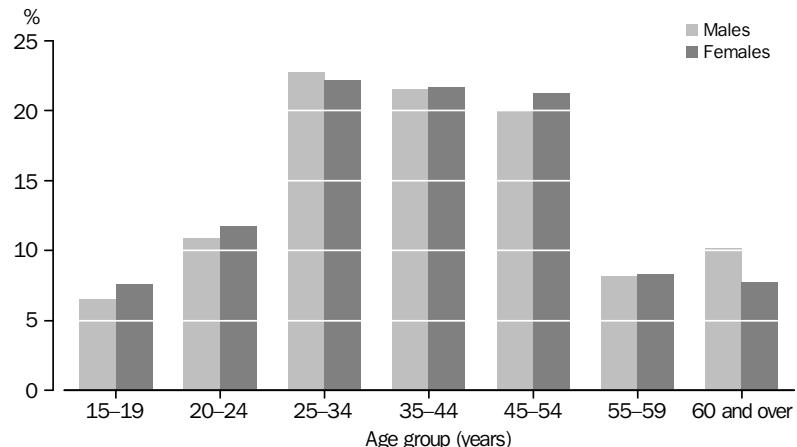
OVERVIEW

An estimated 12.7 million persons aged 15 years and over had worked at some time during the year ending February 2012. Of these, 90% (11.4 million) were employed at February 2012, 5% were unemployed and a further 5% were not in the labour force. Of the 11.4 million persons who were working at February 2012, 80% (9.1 million) had been with their current employer/business for one year or more and 20% (2.3 million) had been with their current employer/business for less than 12 months. Other characteristics of persons who worked at some time during the year include:

- 54% (6.8 million) were males and 46% (5.9 million) were females;
- 18% were aged between 15 and 24 years, 65% were aged between 25 and 54 years and 17% were aged 55 years and over;
- 27% were born overseas; and
- 62% were married.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012, Age—By sex



The distribution of age groups, for persons who had worked at some time during the year ending February 2012, was similar for males and females. The most prevalent age groups being 25–34 years (representing 23% of males and 22% of females), 35–44 years (22% of both males and females) and 45–54 years (20% of males and 21% of females).

PERSONS WORKING AT FEBRUARY 2012

There were 11.4 million persons aged 15 years and over who were working at February 2012. They comprised 10.2 million persons (89% of persons working at February 2012) who had not changed employer/business in the last 12 months and 1.2 million persons (11% of persons working at February 2012) who had changed their employer/business in the previous 12 months.

Duration with employer/business

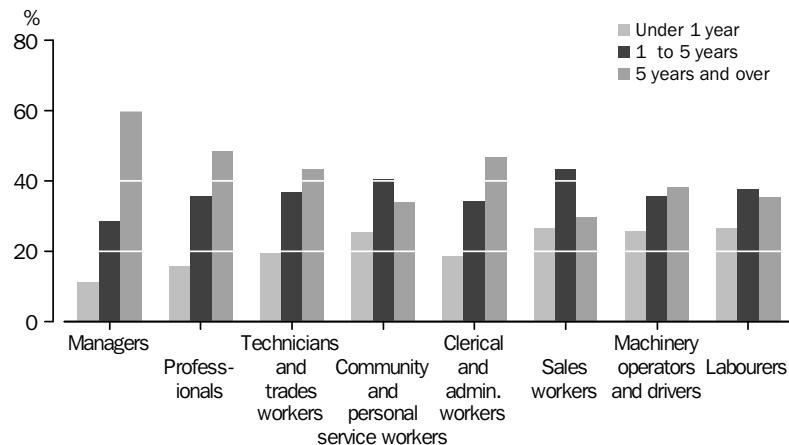
There were 2.3 million persons working at February 2012 who had been with their employer/business for less than 12 months, while 9.1 million persons had been working with the same employer/business for one year or more.

SUMMARY OF FINDINGS *continued*

.....

*Duration with employer/business
continued*

PERSONS WORKING AT FEBRUARY 2012, Duration with employer/business—Occupation



Of those working at February 2012, the following occupation groups had the highest proportion of persons who had worked with their current employer for 5 years or more:

- Managers 60%;
- Professionals 49%; and
- Clerical and administrative workers 47%.

Persons working in these occupations were also least likely to have worked for their current employer/business for less than one year.

Proportionally more persons in the following occupation groups worked with their current employer for less than one year:

- Sales workers and Labourers (each 27%);
- Machinery operators and drivers 26%; and
- Community and personal service workers 25%.

There were 2.9 million persons who were working at February 2012 who had been with their current employer/business for 10 years or more. This represents 27% of males and 23% of females who were working at February 2012. Industry groups with the highest proportion of persons who had been with their current employer/business for 10 years or more were:

- Agriculture, forestry and fishing (54%);
- Education and training (35%);
- Public administration and safety (34%); and
- Manufacturing (30%).

SUMMARY OF FINDINGS *continued*

*Working at February 2012
and have been with
current employer/business
for less than 12 months*

An estimated 2.3 million persons working at February 2012 had been with their current employer/business for less than 12 months.

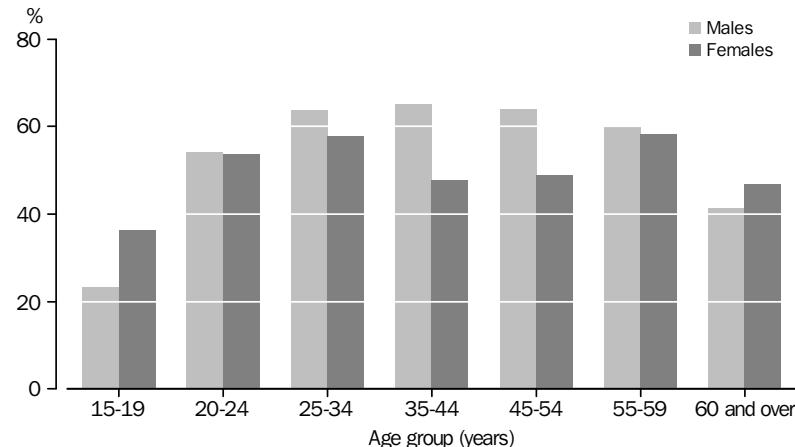
Characteristics for these persons include:

- 29% were aged 25–34 years;
- 53% were males;
- 17% were Professionals, 15% were Technicians and trades workers, and 14% were Clerical and administrative workers;
- 13% worked in the Retail trade industry and 11% worked in the Accommodation and food services industry;
- 42% usually worked 35–40 hours per week and 20% usually worked 1–19 hours per week; and
- 42% were without a non-school qualification, while a further 19% held a Bachelor degree.

Of the 2.3 million persons working at February 2012 who had been with current employer/business for less than 12 months, 1.2 million persons (56% of males and 44% of females) changed employer/business in the last 12 months. Of these persons:

- 57% had changed industry Division;
- 42% had changed Major occupation group; and
- 73% had changed usual hours worked.

PERSONS WORKING AT FEBRUARY 2012 AND HAVE BEEN WITH EMPLOYER/BUSINESS FOR LESS THAN 12 MONTHS, Changed employer/business in the last 12 months—By age



Of those who had been with their employer/business for less than 12 months, a higher proportion of males in each age group reported a change in employer/business than females, except for those aged 15–19 years (23% of males and 36% of females) and those aged 60 and over (41% of males, 47% of females).

SUMMARY OF FINDINGS *continued*

*Working at February 2012
and have been with
current employer/business
for less than 12 months
continued*

For males working with their current employer/business at February 2012 for less than 12 months, the age groups where change in employer/business was most common were 35–44 years and 45–54 years (65% and 64% respectively). For females, the age groups where change in employer/business was most common were 55–59 years and 25–34 years (both 58%).

*Working at February 2012
and have been with their
current employer/business
for one year or more*

There were 9.1 million persons who were employed at February 2012 and had been with their current employer/business for one year or more. Characteristics for these persons include:

- 24% were aged 45–54 years;
- 55% were males;
- 23% were Professionals;
- 12% worked in the Health care and social assistance industry and 10% worked in the Retail trade industry;
- 23% usually worked 35–39 hours each week;
- 35% were without a non-school qualification;
- 21% held a Bachelor Degree; and
- 19% held a Certificate III/IV.

*Employees¹ who had a
change in work*

There were 7.3 million employees¹ working at February 2012, who had been with their current employer for one year or more (52% were males and 48% were females).

Approximately one quarter (26%) of these persons had experienced some change in work in the last 12 months, with 3% changing Major occupation group, 13% changing their usual hours worked, and 17% being promoted and/or transferred.

The age groups with the highest proportion of employees who reported a change in work, were those aged 25–34 years (31% of males and 36% of females) followed by the 20–24 year age group (30% of males and 34% of females). The most common occupation group for employees reporting a change in work for both genders was Managers (31% for males and 36% for females). The occupation group with the lowest proportion of males who reported a change in work was Machinery operators and drivers (16%) compared to Labourers for females (19%).

*Owner managers and
contributing family
workers who had a change
in work*

There were 1.8 million owner managers and contributing family workers who were working at February 2012 and who had been working in their current business for one year or more. Of these, 260,600 persons (13% of males and 16% of females) had changed the hours they usually worked during the 12 months prior to February 2012.

SUMMARY OF FINDINGS *continued*

Persons who ceased a job during the year

Approximately 2.5 million persons (20% of those who worked at some time during the year) ceased a job during the same period. Over one third of these persons (37%), left their last job for involuntary reasons and the remaining 1.6 million persons (63%), left their last job voluntarily. The most common reasons, for persons who voluntarily left a job were:

- 20% (497,400) to obtain a better job or conditions or wanted a change, of whom 56% were males; and
- 14% (345,600) because of unsatisfactory work conditions, of whom 53% were females.

The most common reasons, for persons who involuntarily left a job were:

- 17% (422,900) because the job was temporary or seasonal; and
- 16% (389,600) were retrenched or their employer went out of business, of whom 62% were males.

END NOTES

1. Excludes owner managers of incorporated enterprises (OMIEs) and contributing family workers.

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PERSONS WHO WERE WORKING AT FEBRUARY AGED 15 YEARS AND OVER, Duration and
change in employer/business—By sex—2008 to 2012

	2008 '000	2010 '000	2012 '000	2008 %	2010 %	2012 %
MALES						
Duration with current employer/business						
Under 12 months	1 215.2	1 046.7	1 211.6	21.0	17.5	19.5
Under 3 months	379.8	314.7	351.7	6.6	5.3	5.7
3 and under 6 months	354.1	305.8	332.3	6.1	5.1	5.4
6 and under 12 months	481.3	426.2	527.6	8.3	7.1	8.5
One year or more	4 570.2	4 934.4	4 998.8	79.0	82.5	80.5
1 and under 2 years	658.6	675.0	686.2	11.4	11.3	11.0
2 and under 3 years	617.0	700.7	602.2	10.7	11.7	9.7
3 and under 5 years	779.3	929.4	892.0	13.5	15.5	14.4
5 and under 10 years	979.8	1 044.2	1 128.4	16.9	17.5	18.2
10 and under 20 years	892.4	894.0	961.5	15.4	14.9	15.5
20 years and over	643.1	691.0	728.5	11.1	11.6	11.7
Whether changed employer/business in the last 12 months(a)						
Changed employer/business	672.9	538.6	674.9	11.6	9.0	10.9
Did not change employer/business	542.3	508.2	536.7	9.4	8.5	8.6
Total	5 785.4	5 981.1	6 210.4	100.0	100.0	100.0
FEMALES						
Duration with current employer/business						
Under 12 months	1 103.2	925.5	1 054.1	23.4	18.7	20.3
Under 3 months	317.5	291.1	298.3	6.7	5.9	5.8
3 and under 6 months	322.8	264.9	281.5	6.9	5.4	5.4
6 and under 12 months	462.9	369.6	474.4	9.8	7.5	9.2
One year or more	3 607.7	4 024.2	4 129.1	76.6	81.3	79.7
1 and under 2 years	606.7	628.0	617.7	12.9	12.7	11.9
2 and under 3 years	513.9	616.1	548.4	10.9	12.4	10.6
3 and under 5 years	663.3	779.6	777.5	14.1	15.8	15.0
5 and under 10 years	814.8	913.3	987.1	17.3	18.5	19.0
10 and under 20 years	662.2	700.9	778.7	14.1	14.2	15.0
20 years and over	346.8	386.3	419.6	7.4	7.8	8.1
Whether changed employer/business in the last 12 months(a)						
Changed employer/business	535.1	424.4	530.2	11.4	8.6	10.2
Did not change employer/business	568.2	501.1	523.9	12.1	10.1	10.1
Total	4 710.9	4 949.7	5 183.2	100.0	100.0	100.0
PERSONS						
Duration with current employer/business						
Under 12 months	2 318.4	1 972.3	2 265.7	22.1	18.0	19.9
Under 3 months	697.3	605.7	650.0	6.6	5.5	5.7
3 and under 6 months	676.9	570.8	613.8	6.4	5.2	5.4
6 and under 12 months	944.2	795.8	1 002.0	9.0	7.3	8.8
One year or more	8 177.9	8 958.6	9 127.8	77.9	82.0	80.1
1 and under 2 years	1 265.4	1 303.1	1 303.9	12.1	11.9	11.4
2 and under 3 years	1 130.9	1 316.8	1 150.7	10.8	12.0	10.1
3 and under 5 years	1 442.6	1 709.0	1 669.5	13.7	15.6	14.7
5 and under 10 years	1 794.6	1 957.5	2 115.5	17.1	17.9	18.6
10 and under 20 years	1 554.5	1 594.9	1 740.2	14.8	14.6	15.3
20 years and over	989.9	1 077.2	1 148.1	9.4	9.9	10.1
Whether changed employer/business in the last 12 months(a)						
Changed employer/business	1 207.9	963.0	1 205.1	11.5	8.8	10.6
Did not change employer/business	1 110.5	1 009.3	1 060.6	10.6	9.2	9.3
Total	10 496.3	10 930.8	11 393.6	100.0	100.0	100.0

(a) Refers only to persons who have worked with their current employer/business for less than 12 months.

PERSONS WHO WERE WORKING AT FEBRUARY 2012, Changes in employer/business or work—By sex

	Males '000	Females '000	Persons '000	Males %	Females %	Persons %
Duration with current employer/business at February 2012						
Less than 12 months with current employer/business	1 211.6	1 054.1	2 265.7	100.0	100.0	100.0
Changed employer/business in the last 12 months	674.9	530.2	1 205.1	55.7	50.3	53.2
Whether changed Industry Division - (last to current employer/business)						
Same industry	289.9	225.0	514.8	23.9	21.3	22.7
Changed industry	385.0	305.2	690.3	31.8	29.0	30.5
Whether changed Major occupation group - (last to current employer/business)						
Same occupation	399.4	295.8	695.1	33.0	28.1	30.7
Changed occupation	275.5	234.4	510.0	22.7	22.2	22.5
Whether changed usual hours worked - (last to current employer/business)						
Same usual hours worked	205.4	120.5	325.9	17.0	11.4	14.4
Changed usual hours worked	469.5	409.7	879.2	38.7	38.9	38.8
Whether changed employment type - (last to current employer/business)						
Same employment type	440.4	354.3	794.7	36.3	33.6	35.1
Changed employment type	234.5	175.9	410.4	19.4	16.7	18.1
Did not change employer/business in the last 12 months	536.7	523.9	1 060.6	44.3	49.7	46.8
One year or more with current employer/business						
Employees (excluding OMIEs)	4 998.8	4 129.1	9 127.8	..	..	..
Whether changed Major occupation group with current employer in the last 12 months	3 776.2	3 506.6	7 282.8	100.0	100.0	100.0
Same occupation	3 670.6	3 416.5	7 087.1	97.2	97.4	97.3
Changed occupation	105.6	90.1	195.8	2.8	2.6	2.7
Whether changed usual hours worked with current employer in the last 12 months						
Same usual hours worked	3 112.4	2 643.1	5 755.5	82.4	75.4	79.0
Changed usual hours worked	350.4	572.1	922.5	9.3	16.3	12.7
Did not know or usual hours worked varied	313.4	291.4	604.8	8.3	8.3	8.3
Whether promoted with current employer in the last 12 months						
Promoted	475.6	385.9	861.5	12.6	11.0	11.8
Not promoted	3 300.6	3 120.8	6 421.4	87.4	89.0	88.2
Whether transferred with current employer in the last 12 months						
Transferred	390.8	388.0	778.8	10.3	11.1	10.7
Not transferred	3 385.4	3 118.7	6 504.1	89.7	88.9	89.3
Whether promoted and/or transferred with current employer in the last 12 months						
Promoted and/or transferred	654.8	586.2	1 241.0	17.3	16.7	17.0
Not promoted or transferred	3 121.4	2 920.4	6 041.8	82.7	83.3	83.0
Owner managers and contributing family workers(a)						
Same usual hours worked	1 222.6	622.4	1 845.0	100.0	100.0	100.0
Different usual hours worked	839.7	405.5	1 245.2	68.7	65.1	67.5
Did not know or usual hours worked varied	160.0	100.5	260.6	13.1	16.2	14.1
Total	6 210.4	5 183.2	11 393.6	..	..	..

.. not applicable

(a) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

PERSONS WHO WERE WORKING AT FEBRUARY 2012, Duration with employer/business at February 2012—By occupation at February 2012

Occupation at February 2012	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2012					ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012								
	6 and under 12 months			Total	1 and under 2 years		2 and under 3 years		3 and under 5 years		5 and under 10 years		20 years and over	Total
	Under 3 months	3 and under 6 months	12 months		2 years	3 years	5 years	10 years	20 years					
MALES														
Managers	'000	19.0	25.4	51.4	95.9	69.2	71.4	109.6	190.7	207.2	200.9	944.9		
Professionals	'000	52.6	48.9	91.6	193.1	128.7	118.2	186.0	244.7	201.0	145.4	1 217.1		
Technicians and trades workers	'000	85.7	75.7	115.4	276.7	169.4	141.0	227.6	255.2	216.5	176.0	1 462.4		
Community and personal service workers	'000	24.1	19.0	38.0	81.1	41.4	39.6	53.3	51.2	41.9	28.7	337.3		
Clerical and administrative workers	'000	25.4	24.4	36.8	86.6	41.4	35.7	56.2	79.3	67.8	52.9	419.9		
Sales workers	'000	25.3	30.1	41.6	97.0	53.3	51.9	58.2	65.8	44.3	20.1	390.4		
Machinery operators and drivers	'000	40.9	51.5	74.6	166.9	75.5	59.2	107.1	119.6	87.2	56.5	672.0		
Labourers	'000	78.7	57.4	78.3	214.4	107.3	85.1	94.1	122.0	95.7	47.9	766.5		
<i>Total</i>	'000	351.7	332.3	527.6	1 211.6	686.2	602.2	892.0	1 128.4	961.5	728.5	6 210.4		
Proportion	%	5.7	5.4	8.5	19.5	11.0	9.7	14.4	18.2	15.5	11.7	100.0		
FEMALES														
Managers	'000	13.8	18.9	35.6	68.3	47.1	47.1	71.6	116.8	96.2	62.7	509.8		
Professionals	'000	76.6	44.3	82.1	203.0	137.9	138.7	193.2	260.1	236.1	136.5	1 305.5		
Technicians and trades workers	'000	14.3	14.9	27.7	56.9	25.9	25.2	41.4	47.6	32.4	15.3	244.7		
Community and personal service workers	'000	57.8	46.3	84.1	188.2	109.0	80.6	106.6	121.6	84.5	34.2	724.8		
Clerical and administrative workers	'000	58.3	70.0	105.1	233.4	138.1	128.2	184.3	254.7	218.3	120.9	1 277.8		
Sales workers	'000	41.8	58.4	84.4	184.6	104.7	86.3	103.4	102.9	56.1	22.9	660.8		
Machinery operators and drivers	'000	*5.8	*6.4	14.3	26.4	*5.8	9.5	9.9	12.9	*6.0	*3.2	73.8		
Labourers	'000	29.9	22.3	41.1	93.2	49.3	33.0	67.2	70.5	48.9	23.9	386.1		
<i>Total</i>	'000	298.3	281.5	474.4	1 054.1	617.7	548.4	777.5	987.1	778.7	419.6	5 183.2		
Proportion	%	5.8	5.4	9.2	20.3	11.9	10.6	15.0	19.0	15.0	8.1	100.0		
PERSONS														
Managers	'000	32.9	44.3	87.0	164.2	116.4	118.5	181.2	307.5	303.4	263.6	1 454.8		
Professionals	'000	129.2	93.2	173.7	396.1	266.6	256.9	379.1	504.8	437.1	281.9	2 522.5		
Technicians and trades workers	'000	99.9	90.6	143.1	333.6	195.3	166.2	269.0	302.7	248.9	191.3	1 707.1		
Community and personal service workers	'000	81.9	65.3	122.1	269.3	150.4	120.2	159.9	172.9	126.5	63.0	1 062.0		
Clerical and administrative workers	'000	83.8	94.4	141.9	320.0	179.4	163.9	240.5	334.0	286.1	173.8	1 697.7		
Sales workers	'000	67.1	88.5	125.9	281.5	157.9	138.2	161.6	168.6	100.4	43.0	1 051.3		
Machinery operators and drivers	'000	46.6	57.8	88.9	193.3	81.3	68.7	116.9	132.5	93.2	59.7	745.7		
Labourers	'000	108.6	79.7	119.4	307.7	156.6	118.1	161.3	192.4	144.7	71.8	1 152.5		
<i>Total</i>	'000	650.0	613.8	1 002.0	2 265.7	1 303.9	1 150.7	1 669.5	2 115.5	1 740.2	1 148.1	11 393.6		
Proportion	%	5.7	5.4	8.8	19.9	11.4	10.1	14.7	18.6	15.3	10.1	100.0		

* estimate has a relative standard error of 25% to 50% and should be used with caution

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2012				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012					Total
	Under 3 months	3 and under 6 months	6 and under 12 months	Total	1 and under 2 years	2 and under 3 years	3 and under 5 years	5 and under 10 years	10 years and over	
		'000	'000	'000		'000	'000	'000	'000	
<i>Industry at February 2012</i>										
MALES										
Agriculture, forestry and fishing	15.2	*5.3	12.2	32.7	16.6	14.1	13.8	26.1	117.1	220.4
Mining	13.0	20.1	30.2	63.3	31.3	21.0	30.0	37.7	25.3	208.5
Manufacturing	32.4	39.6	48.7	120.7	81.5	58.6	93.8	145.0	234.2	733.8
Electricity, gas, water and waste services	*6.2	7.8	9.6	23.6	11.2	11.7	21.1	18.1	38.8	124.3
Construction	58.0	46.4	78.5	183.0	103.3	95.1	127.1	156.1	248.1	912.6
Wholesale trade	15.7	14.5	23.2	53.3	24.0	25.4	44.3	53.0	71.5	271.5
Retail trade	26.1	41.3	50.7	118.0	62.2	62.3	84.7	88.5	108.4	524.3
Accommodation and food services	39.4	29.0	44.0	112.4	55.5	41.2	47.9	40.6	33.1	330.8
Transport, postal and warehousing	17.6	25.6	31.8	74.9	44.3	38.1	62.6	78.4	127.1	425.5
Information media and telecommunications	8.0	7.4	10.3	25.7	14.0	13.2	15.1	24.5	40.1	132.5
Financial and insurance services	*6.8	10.2	15.7	32.8	25.6	17.0	37.5	48.5	49.2	210.5
Rental, hiring and real estate services	10.3	*4.2	11.8	26.4	10.2	13.6	12.4	26.0	21.1	109.5
Professional, scientific and technical services	20.6	24.4	50.4	95.3	50.0	46.0	74.3	94.2	135.6	495.4
Administrative and support services	16.8	12.6	19.3	48.7	23.0	23.6	25.3	34.1	37.6	192.5
Public administration and safety	11.2	9.8	23.9	44.9	36.3	31.9	58.3	82.6	139.0	392.9
Education and training	16.4	*4.9	12.7	34.1	21.1	23.5	39.5	53.4	85.4	256.9
Health care and social assistance	15.2	7.1	19.2	41.6	34.9	29.4	48.3	54.8	84.3	293.2
Arts and recreation services	*4.7	7.1	12.2	24.0	11.4	14.0	10.5	21.1	23.3	104.3
Other services	17.9	15.2	23.2	56.4	29.8	22.7	45.4	45.6	70.9	270.8
<i>Total</i>	351.7	332.3	527.6	1 211.6	686.2	602.2	892.0	1 128.4	1 690.0	6 210.4
FEMALES										
Agriculture, forestry and fishing	*2.5	*3.5	*4.2	10.2	*4.2	*4.5	8.5	17.8	54.5	99.6
Mining	*3.3	7.6	8.4	19.3	*4.1	*5.1	*4.5	*4.3	*2.3	39.6
Manufacturing	11.1	17.7	26.0	54.8	21.6	26.2	33.7	52.3	58.4	247.1
Electricity, gas, water and waste services	*2.3	*2.7	*4.4	9.4	*3.0	*4.1	*5.7	7.4	*6.3	35.8
Construction	*5.9	*4.6	10.2	20.7	14.7	12.7	15.6	19.1	39.1	121.9
Wholesale trade	*6.7	9.1	10.4	26.1	12.2	16.7	20.0	25.5	28.9	129.5
Retail trade	36.0	49.6	81.4	167.0	91.5	83.6	101.9	131.7	106.6	682.3
Accommodation and food services	41.9	36.9	66.8	145.6	71.8	47.5	57.5	44.9	32.9	400.2
Transport, postal and warehousing	*5.0	7.0	11.2	23.2	14.7	14.0	14.3	19.0	25.8	111.2
Information media and telecommunications	*6.0	*5.5	*6.8	18.3	12.1	11.8	12.9	17.8	22.5	95.4
Financial and insurance services	9.9	13.2	19.2	42.3	20.3	23.7	32.4	43.2	59.0	220.9
Rental, hiring and real estate services	*6.2	7.9	10.2	24.3	13.7	13.4	19.6	19.9	19.0	109.7
Professional, scientific and technical services	22.7	19.0	34.6	76.3	41.6	54.6	65.5	80.2	79.6	397.7
Administrative and support services	18.7	15.0	26.9	60.6	35.4	17.8	28.2	38.2	30.3	210.5
Public administration and safety	9.5	8.6	19.1	37.1	28.3	32.4	56.8	76.6	106.1	337.4
Education and training	32.7	11.0	25.4	69.1	57.1	44.1	80.8	117.3	206.4	574.9
Health care and social assistance	58.8	42.3	80.3	181.4	135.6	102.2	164.6	217.3	269.2	1 070.2
Arts and recreation services	*6.7	*6.4	*4.7	17.8	14.6	10.2	17.0	15.0	21.4	95.9
Other services	12.5	13.9	24.2	50.6	21.2	23.8	38.1	39.6	30.1	203.4
<i>Total</i>	298.3	281.5	474.4	1 054.1	617.7	548.4	777.5	987.1	1 198.3	5 183.2

* estimate has a relative standard error of 25% to 50% and should be used with caution

PERSONS WHO WERE WORKING AT FEBRUARY 2012, Duration with employer/business at February 2012—By industry at February 2012 *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2012				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012					Total
	Under 3 months	3 and under 6 months	6 and under 12 months	Total	1 and under 2 years	2 and under 3 years	3 and under 5 years	5 and under 10 years	10 years and over	
		'000	'000	'000		'000	'000	'000	'000	
<i>Industry at February 2012</i>										
PERSONS										
Agriculture, forestry and fishing	17.7	8.7	16.4	42.9	20.7	18.5	22.3	43.9	171.6	320.0
Mining	16.2	27.7	38.6	82.6	35.4	26.1	34.4	42.0	27.5	248.1
Manufacturing	43.5	57.3	74.7	175.5	103.2	84.8	127.5	197.3	292.6	981.0
Electricity, gas, water and waste services	8.4	10.5	14.0	32.9	14.1	15.8	26.8	25.5	45.1	160.2
Construction	63.9	51.0	88.6	203.6	118.0	107.8	142.7	175.2	287.2	1 034.6
Wholesale trade	22.3	23.6	33.6	79.5	36.2	42.1	64.3	78.4	100.4	401.0
Retail trade	62.1	90.8	132.0	285.0	153.7	145.9	186.7	220.2	215.1	1 206.6
Accommodation and food services	81.4	65.9	110.8	258.1	127.3	88.8	105.5	85.6	65.9	731.1
Transport, postal and warehousing	22.6	32.6	42.9	98.1	59.1	52.1	77.0	97.4	153.0	536.7
Information media and telecommunications	14.0	12.9	17.1	44.0	26.1	25.0	28.0	42.3	62.6	227.9
Financial and insurance services	16.7	23.4	35.0	75.1	45.9	40.7	69.8	91.7	108.3	431.4
Rental, hiring and real estate services	16.5	12.0	22.1	50.7	23.9	26.9	31.9	45.8	40.0	219.2
Professional, scientific and technical services	43.3	43.4	84.9	171.6	91.6	100.6	139.8	174.3	215.1	893.1
Administrative and support services	35.5	27.6	46.2	109.3	58.4	41.4	53.6	72.3	67.9	402.9
Public administration and safety	20.7	18.4	42.9	82.0	64.6	64.3	115.1	159.3	245.1	730.3
Education and training	49.1	16.0	38.1	103.2	78.2	67.6	120.3	170.7	291.8	831.8
Health care and social assistance	74.1	49.4	99.5	223.0	170.5	131.6	212.8	272.1	353.4	1 363.4
Arts and recreation services	11.4	13.5	16.9	41.8	26.0	24.1	27.5	36.1	44.7	200.2
Other services	30.4	29.2	47.4	107.0	51.0	46.5	83.5	85.2	100.9	474.2
Total	650.0	613.8	1 002.0	2 265.7	1 303.9	1 150.7	1 669.5	2 115.5	2 888.3	11 393.6

PERSONS WHO WERE WORKING AT FEBRUARY 2012, Changes in employer/business or work—By selected employment characteristics

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS			ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012				
	Changed employer/ business	Did not change employer/ business (a)	Total	Employees with some change in work	Employees with no change in work	Owner managers and contributing family workers(b)	Total	Total
	'000	'000	'000	'000	'000	'000	'000	'000
MALES								
Employment type at February 2012								
Employees (excluding OMIEs)	616.3	477.1	1 093.4	891.1	2 885.0	..	3 776.2	4 869.6
With paid leave entitlements	416.6	229.4	646.0	786.5	2 432.9	..	3 219.3	3 865.3
Without paid leave entitlements	199.7	247.7	447.4	104.7	452.2	..	556.8	1 004.2
Owner managers of incorporated enterprises	15.3	14.3	29.6	..	..	525.3	525.3	554.9
Owner managers of unincorporated enterprises	42.8	41.9	84.6	..	..	691.2	691.2	775.8
Contributing family workers	**0.6	*3.4	*4.0	..	..	*6.2	*6.2	10.1
Occupation at February 2012								
Managers	63.3	32.6	95.9	153.8	341.8	353.5	849.0	944.9
Professionals	115.4	77.6	193.1	217.9	577.8	228.3	1 024.0	1 217.1
Technicians and trades workers	164.6	112.1	276.7	179.1	668.8	337.7	1 185.7	1 462.4
Community and personal service workers	39.1	42.0	81.1	58.1	174.3	23.8	256.2	337.3
Clerical and administrative workers	49.2	37.4	86.6	76.9	216.4	40.0	333.3	419.9
Sales workers	41.7	55.3	97.0	60.3	180.4	52.8	293.5	390.4
Machinery operators and drivers	103.4	63.5	166.9	69.5	361.5	74.0	505.0	672.0
Labourers	98.2	116.2	214.4	75.6	364.0	112.5	552.1	766.5
Industry at February 2012								
Agriculture, forestry and fishing	18.1	14.5	32.7	13.9	58.5	115.3	187.7	220.4
Mining	46.3	17.0	63.3	32.7	109.4	*3.1	145.2	208.5
Manufacturing	71.7	48.9	120.7	119.5	416.1	77.6	613.2	733.8
Electricity, gas, water and waste services	15.9	7.6	23.6	24.4	69.3	7.1	100.8	124.3
Construction	112.8	70.2	183.0	82.9	320.4	326.4	729.7	912.6
Wholesale trade	34.9	18.4	53.3	39.8	136.1	42.3	218.2	271.5
Retail trade	48.7	69.3	118.0	78.2	248.3	79.7	406.3	524.3
Accommodation and food services	50.5	61.9	112.4	46.8	130.3	41.3	218.4	330.8
Transport, postal and warehousing	44.2	30.7	74.9	47.2	219.9	83.4	350.6	425.5
Information media and telecommunications	18.7	7.0	25.7	24.7	63.5	18.6	106.9	132.5
Financial and insurance services	20.6	12.1	32.8	44.2	101.9	31.7	177.8	210.5
Rental, hiring and real estate services	13.9	12.5	26.4	11.9	42.1	29.2	83.2	109.5
Professional, scientific and technical services	51.1	44.3	95.3	68.7	187.6	143.7	400.0	495.4
Administrative and support services	30.1	18.6	48.7	24.9	56.9	62.0	143.7	192.5
Public administration and safety	21.3	23.5	44.9	90.9	251.6	*5.6	348.1	392.9
Education and training	14.0	20.0	34.1	50.7	150.5	21.6	222.9	256.9
Health care and social assistance	20.4	21.2	41.6	43.4	159.8	48.3	251.6	293.2
Arts and recreation services	11.9	12.1	24.0	15.2	47.9	17.2	80.3	104.3
Other services	29.6	26.8	56.4	31.2	114.7	68.5	214.4	270.8
Usual weekly hours at February 2012(c)								
1–19	37.2	114.7	151.8	44.8	174.5	89.4	308.7	460.5
20–29	37.5	57.1	94.6	41.4	119.0	84.0	244.3	338.9
30–34	28.0	30.0	58.0	29.7	91.4	69.9	191.0	249.0
35–39	147.3	101.4	248.8	235.6	818.1	90.4	1 144.1	1 392.8
40	185.7	120.8	306.6	211.1	826.3	220.2	1 257.5	1 564.1
41–44	32.3	10.5	42.9	40.0	128.4	23.3	191.7	234.6
45–48	72.4	29.8	102.2	100.4	294.6	107.8	502.9	605.0
49 or more	130.4	67.2	197.6	187.4	431.7	534.3	1 153.5	1 351.0
Total	674.9	536.7	1 211.6	891.1	2 885.0	1 222.6	4 998.8	6 210.4

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

.. not applicable

(a) Comprises persons who started with their current employer/business during the year ending February 2012 and had no previous employer/business within the 12 months to February 2012.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(c) Excludes 'Less than 1 hour or no hours worked'.

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012													
	Changed employer/ business	Did not change employer/ business (a)	Total	'000	Employees with some change in work	Employees with no change in work	'000	Owner managers and contributing family workers(b)	'000									
FEMALES																		
Employment type at February 2012																		
Employees (excluding OMIEs)	500.7	478.4	979.1	991.5	2 515.2	..	3 506.6	4 485.7										
With paid leave entitlements	318.7	202.4	521.1	813.9	1 972.2	..	2 786.1	3 307.2										
Without paid leave entitlements	182.0	276.0	458.0	177.5	542.9	..	720.5	1 178.5										
Owner managers of incorporated enterprises	*5.1	8.4	13.5	..	..	222.0	222.0	235.5								
Owner managers of unincorporated enterprises	22.9	33.6	56.5	..	..	388.1	388.1	444.6								
Contributing family workers	**1.5	*3.5	*5.0	..	..	12.3	12.3	17.4								
Occupation at February 2012																		
Managers	43.3	25.0	68.3	108.6	190.0	142.9	441.5	509.8										
Professionals	128.1	74.9	203.0	306.3	646.8	149.3	1 102.5	1 305.5										
Technicians and trades workers	26.7	30.2	56.9	40.1	104.5	43.2	187.8	244.7										
Community and personal service workers	83.6	104.7	188.2	127.8	361.3	47.4	536.5	724.8										
Clerical and administrative workers	130.8	102.6	233.4	234.1	654.4	155.9	1 044.4	1 277.8										
Sales workers	73.5	111.1	184.6	117.7	318.2	40.3	476.2	660.8										
Machinery operators and drivers	11.8	14.6	26.4	8.6	33.8	*4.9	47.3	73.8										
Labourers	32.5	60.8	93.2	48.2	206.1	38.6	292.8	386.1										
Industry at February 2012																		
Agriculture, forestry and fishing	*4.5	*5.8	10.2	*4.9	20.3	64.2	89.4	99.6										
Mining	11.9	7.4	19.3	7.4	12.8	**0.1	20.3	39.6										
Manufacturing	27.6	27.2	54.8	38.6	118.2	35.6	192.3	247.1										
Electricity, gas, water and waste services	7.0	*2.4	9.4	8.6	17.4	**0.5	26.5	35.8										
Construction	10.6	10.1	20.7	11.5	41.6	48.2	101.3	121.9										
Wholesale trade	16.7	9.5	26.1	20.6	60.5	22.3	103.3	129.5										
Retail trade	72.1	94.8	167.0	124.8	323.1	67.4	515.3	682.3										
Accommodation and food services	56.1	89.5	145.6	66.1	158.7	29.8	254.6	400.2										
Transport, postal and warehousing	12.1	11.1	23.2	19.0	55.9	13.0	87.9	111.2										
Information media and telecommunications	12.6	*5.7	18.3	20.5	47.0	9.6	77.1	95.4										
Financial and insurance services	25.8	16.5	42.3	53.1	112.3	13.2	178.6	220.9										
Rental, hiring and real estate services	13.9	10.4	24.3	16.0	50.2	19.3	85.4	109.7										
Professional, scientific and technical services	42.1	34.1	76.3	68.7	170.0	82.7	321.4	397.7										
Administrative and support services	26.3	34.3	60.6	29.1	78.0	42.9	149.9	210.5										
Public administration and safety	23.9	13.2	37.1	98.9	199.2	*2.2	300.3	337.4										
Education and training	36.3	32.8	69.1	144.8	331.6	29.4	505.8	574.9										
Health care and social assistance	98.8	82.6	181.4	223.0	598.3	67.4	888.8	1 070.2										
Arts and recreation services	9.0	8.8	17.8	15.2	44.7	18.2	78.1	95.9										
Other services	23.0	27.7	50.6	20.8	75.4	56.5	152.7	203.4										
Usual weekly hours at February 2012(c)																		
1–19	82.0	216.4	298.4	163.2	472.2	188.5	823.8	1 122.3										
20–29	74.9	93.8	168.8	186.7	422.0	121.6	730.3	899.1										
30–34	46.0	34.7	80.7	108.3	236.4	63.0	407.8	488.5										
35–39	156.6	75.2	231.8	247.4	701.2	43.5	992.1	1 223.9										
40	96.7	64.0	160.7	146.9	416.6	71.2	634.7	795.4										
41–44	17.4	*6.1	23.4	22.6	51.5	9.9	83.9	107.3										
45–48	19.3	13.8	33.0	52.9	99.2	27.3	179.4	212.5										
49 or more	35.4	16.4	51.8	62.3	113.1	93.0	268.4	320.2										
Total	530.2	523.9	1 054.1	991.5	2 515.2	622.4	4 129.1	5 183.2										

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

.. not applicable

(a) Comprises persons who started with their current employer/business during the year ending February 2012 and had no previous employer/business within the 12 months to February 2012.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(c) Excludes 'Less than 1 hour or no hours worked'.

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012						
	Changed employer/ business	Did not change employer/ business (a)	Total	'000	Employees with some change in work	'000	Employees with no change in work	'000	Owner managers and contributing family workers(b)	Total	'000
										PERSONS	Total
Employment type at February 2012											
Employees (excluding OMIEs)	1 117.0	955.5	2 072.5		1 882.6	5 400.2		..	7 282.8	9 355.3	
With paid leave entitlements	735.3	431.8	1 167.0		1 600.4	4 405.1		..	6 005.5	7 172.5	
Without paid leave entitlements	381.7	523.7	905.4		282.2	995.1		..	1 277.3	2 182.8	
Owner managers of incorporated enterprises	20.4	22.7	43.1		..	..	747.2	747.2	790.4
Owner managers of unincorporated enterprises	65.6	75.5	141.1		..	..	1 079.3	1 079.3	1 220.4
Contributing family workers	*2.1	6.9	9.0		..	..	18.5	18.5	27.5
Occupation at February 2012											
Managers	106.6	57.6	164.2		262.4	531.8	496.4	1 290.5	1 454.8		
Professionals	243.5	152.6	396.1		524.2	1 224.7	377.6	2 126.5	2 522.5		
Technicians and trades workers	191.3	142.3	333.6		219.2	773.3	380.9	1 373.5	1 707.1		
Community and personal service workers	122.7	146.6	269.3		185.9	535.6	71.1	792.7	1 062.0		
Clerical and administrative workers	180.0	140.0	320.0		311.0	870.8	195.9	1 377.7	1 697.7		
Sales workers	115.1	166.4	281.5		178.0	498.6	93.1	769.7	1 051.3		
Machinery operators and drivers	115.3	78.1	193.3		78.1	395.4	78.9	552.4	745.7		
Labourers	130.6	177.0	307.7		123.7	570.1	151.1	844.9	1 152.5		
Industry at February 2012											
Agriculture, forestry and fishing	22.6	20.3	42.9		18.8	78.8	179.5	277.1	320.0		
Mining	58.2	24.4	82.6		40.1	122.3	*3.2	165.5	248.1		
Manufacturing	99.3	76.2	175.5		158.0	534.3	113.2	805.5	981.0		
Electricity, gas, water and waste services	22.9	10.1	32.9		33.0	86.7	7.6	127.2	160.2		
Construction	123.3	80.3	203.6		94.3	362.0	374.6	831.0	1 034.6		
Wholesale trade	51.6	27.9	79.5		60.4	196.5	64.5	321.5	401.0		
Retail trade	120.9	164.1	285.0		203.0	571.5	147.1	921.6	1 206.6		
Accommodation and food services	106.6	151.4	258.1		112.9	289.0	71.1	473.0	731.1		
Transport, postal and warehousing	56.3	41.9	98.1		66.2	275.9	96.4	438.5	536.7		
Information media and telecommunications	31.3	12.7	44.0		45.2	110.5	28.3	183.9	227.9		
Financial and insurance services	46.5	28.6	75.1		97.3	214.2	44.9	356.3	431.4		
Rental, hiring and real estate services	27.8	22.9	50.7		27.9	92.2	48.5	168.6	219.2		
Professional, scientific and technical services	93.2	78.4	171.6		137.5	357.7	226.4	721.5	893.1		
Administrative and support services	56.4	52.9	109.3		53.9	134.9	104.9	293.6	402.9		
Public administration and safety	45.2	36.8	82.0		189.8	450.8	7.8	648.3	730.3		
Education and training	50.3	52.9	103.2		195.5	482.1	51.0	728.6	831.8		
Health care and social assistance	119.2	103.8	223.0		266.5	758.1	115.8	1 140.4	1 363.4		
Arts and recreation services	20.9	20.9	41.8		30.4	92.6	35.4	158.4	200.2		
Other services	52.6	54.4	107.0		52.0	190.1	125.0	367.2	474.2		
Usual weekly hours at February 2012(c)											
1-19	119.2	331.1	450.3		208.0	646.7	277.9	1 132.5	1 582.8		
20-29	112.4	150.9	263.4		228.1	541.0	205.6	974.7	1 238.0		
30-34	73.9	64.7	138.7		138.0	327.8	133.0	598.8	737.5		
35-39	303.9	176.7	480.6		483.1	1 519.2	133.9	2 136.2	2 616.7		
40	282.4	184.8	467.2		358.1	1 242.8	291.4	1 892.2	2 359.5		
41-44	49.7	16.6	66.3		62.6	179.9	33.2	275.6	341.9		
45-48	91.6	43.5	135.2		153.4	393.8	135.1	682.3	817.5		
49 or more	165.8	83.5	249.3		249.7	544.8	627.4	1 421.9	1 671.2		
Total	1 205.1	1 060.6	2 265.7		1 882.6	5 400.2	1 845.0	9 127.8	11 393.6		

* estimate has a relative standard error of 25% to 50% and should be used with caution

.. not applicable

(a) Comprises persons who started with their current employer/business during the year ending February 2012 and had no previous employer/business within the 12 months to February 2012.

(b) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(c) Excludes 'Less than 1 hour or no hours worked'.

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2012			ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012				Total(a)
	Changed employer/ business (a)	Did not change employer/ business (b)	Total '000	Employees with some change in work '000	Employees with no change in work '000	'000	Owner managers and contributing family workers(c)	
							Total '000	
MALES								
Age group (years)								
15–19	39.0	128.0	166.9	35.0	126.6	**1.6	163.2	441.8
20–24	124.7	105.6	230.3	117.3	271.1	21.7	410.1	741.1
25–34	232.0	132.5	364.5	291.1	643.7	149.3	1 084.1	1 548.1
35–44	135.2	72.8	208.0	212.1	669.4	305.7	1 187.2	1 466.1
45–54	104.1	58.2	162.3	147.4	637.8	337.3	1 122.6	1 364.5
55–59	23.0	15.4	38.4	46.8	278.3	148.1	473.2	553.9
60 and over	17.0	24.1	41.1	41.4	258.1	258.9	558.5	690.1
Marital status								
Married	393.4	194.7	588.1	576.5	1 873.5	1 008.2	3 458.2	4 289.9
Not married	281.4	342.0	623.4	314.6	1 011.5	214.4	1 540.5	2 515.6
Relationship in household								
Family member	538.7	438.2	976.9	729.1	2 436.4	1 078.7	4 244.1	5 698.0
Husband, wife or partner	388.7	194.2	582.9	574.0	1 862.9	999.8	3 436.7	4 259.8
With dependants	213.8	94.6	308.4	329.3	1 007.7	521.5	1 858.6	2 268.7
Without dependants	174.9	99.6	274.5	244.7	855.1	478.3	1 578.1	1 991.1
Lone parent	10.9	*6.0	16.9	15.5	58.5	23.4	97.4	128.9
With dependants	9.1	*4.2	13.3	10.0	40.3	14.2	64.5	87.2
Without dependants	*1.8	*1.8	*3.6	*5.5	18.2	9.2	32.9	41.7
Dependent student	20.5	85.7	106.2	27.5	88.5	*4.2	120.3	294.5
Non-dependent child	102.7	130.2	232.9	95.1	356.1	39.3	490.6	859.1
Other family person	15.8	22.1	37.9	16.9	70.3	11.8	99.1	155.6
Non-family member	126.3	94.0	220.4	156.4	431.9	133.5	721.8	1 050.8
Lone person	57.5	41.2	98.7	93.9	275.0	109.0	477.9	641.7
Not living alone	68.8	52.8	121.6	62.5	156.9	24.5	244.0	409.2
Relationship not determined	9.9	*4.5	14.4	*5.6	16.8	10.4	32.9	56.7
Country of birth(d)								
Born in Australia	492.7	359.9	852.6	654.1	2 089.6	862.1	3 605.8	4 912.3
Born overseas	182.2	176.8	359.0	237.0	794.6	360.5	1 392.1	1 892.4
Level of highest non-school qualification								
With a non-school qualification	432.0	261.0	693.0	643.4	1 793.6	842.8	3 279.9	4 266.3
Postgraduate Degree	34.5	24.1	58.6	64.4	166.9	48.5	279.7	361.1
Graduate Diploma/Graduate Certificate	10.2	*4.6	14.8	24.8	48.7	11.7	85.2	104.7
Bachelor Degree	107.3	86.4	193.7	201.5	497.2	218.1	916.9	1 182.7
Advanced Diploma/Diploma	50.2	34.7	84.9	91.5	240.0	108.7	440.2	564.1
Certificate III/IV	190.4	78.2	268.5	200.0	669.8	364.2	1 234.0	1 611.6
Certificate I/II	18.6	15.9	34.5	27.6	78.0	48.7	154.3	212.5
Certificate not further defined	9.5	10.2	19.7	17.5	45.9	11.4	74.8	103.8
Level not determined	11.3	6.9	18.3	16.1	47.3	31.5	94.8	125.9
Without a non-school qualification	242.9	275.7	518.6	247.7	1 091.4	379.8	1 718.9	2 539.2
Total	674.9	536.7	1 211.6	891.1	2 885.0	1 222.6	4 998.8	6 805.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes 1,309,200 persons who were not working at February 2012.

(b) Comprises persons who started with their current employer/business during the year ending February 2012 and had no previous employer/business within the 12 months to February 2012.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Excludes 'Inadequately described'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012,
Changes in employer/business or work—By selected personal characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2012			ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012				Total(a)
	Changed employer/ business '000	Did not change employer/ business (b) '000	Total '000	Employees with some change in work '000	Employees with no change in work '000	Owner managers and contributing family workers(c) '000	Total '000	
FEMALES								
Age group (years)								
15–19	62.3	109.0	171.3	46.5	126.4	*3.8	176.7	446.1
20–24	116.6	100.7	217.4	118.0	232.5	7.9	358.4	687.6
25–34	166.1	121.2	287.3	273.0	491.8	81.9	846.7	1 301.5
35–44	91.1	99.8	190.9	229.8	557.0	167.6	954.4	1 271.4
45–54	66.7	69.7	136.4	204.7	637.3	181.2	1 023.2	1 249.3
55–59	18.3	13.1	31.4	71.3	262.8	76.2	410.2	490.1
60 and over	9.1	10.4	19.5	48.2	207.5	103.8	359.5	451.3
Marital status								
Married	260.2	230.5	490.7	620.7	1 569.7	504.2	2 694.6	3 583.5
Not married	270.0	293.4	563.4	370.8	945.5	118.3	1 434.5	2 313.7
Relationship in household								
Family member	431.5	454.2	885.7	837.8	2 153.9	559.8	3 551.4	5 061.8
Husband, wife or partner	258.7	227.5	486.2	617.7	1 561.4	498.6	2 677.7	3 560.1
With dependants	97.7	133.5	231.2	316.4	731.5	265.0	1 313.0	1 763.2
Without dependants	161.0	94.0	255.0	301.3	829.9	233.6	1 364.7	1 796.9
Lone parent	37.9	45.2	83.1	88.6	196.7	38.5	323.8	468.0
With dependants	31.9	41.3	73.2	74.8	141.3	31.4	247.4	372.7
Without dependants	*6.0	*3.9	9.9	13.9	55.4	7.1	76.4	95.3
Dependent student	40.1	94.1	134.2	37.0	139.1	*4.3	180.4	402.7
Non-dependent child	82.6	71.0	153.6	81.7	207.2	13.5	302.5	513.2
Other family person	12.3	16.3	28.6	12.7	49.5	*4.9	67.0	117.7
Non-family member	93.4	62.4	155.7	149.0	347.9	56.1	553.1	794.9
Lone person	47.8	28.6	76.4	99.6	238.9	44.7	383.2	516.9
Not living alone	45.6	33.7	79.3	49.4	109.0	11.4	169.9	278.1
Relationship not determined	*5.3	7.3	12.7	*4.7	13.4	*6.5	24.6	40.5
Country of birth(d)								
Born in Australia	394.4	371.8	766.2	760.0	1 855.2	448.0	3 063.1	4 361.3
Born overseas	135.8	151.7	287.5	231.5	659.6	174.0	1 065.1	1 534.5
Level of highest non-school qualification								
With a non-school qualification	347.6	280.8	628.4	720.4	1 554.1	404.9	2 679.3	3 713.8
Postgraduate Degree	31.6	24.2	55.8	66.8	116.3	39.9	223.0	323.9
Graduate Diploma/Graduate Certificate	13.3	*5.6	19.0	42.1	67.3	18.9	128.3	163.4
Bachelor Degree	128.9	97.2	226.1	274.8	576.9	135.3	986.9	1 319.5
Advanced Diploma/Diploma	57.5	52.0	109.5	128.6	311.1	95.3	535.0	734.6
Certificate III/IV	77.4	54.3	131.8	150.0	318.2	66.8	535.0	758.4
Certificate I/II	21.7	24.7	46.4	29.6	90.5	31.1	151.3	228.2
Certificate not further defined	10.7	15.6	26.3	15.0	35.1	*6.5	56.6	98.0
Level not determined	*6.5	7.1	13.6	13.5	38.7	11.1	63.3	87.8
Without a non-school qualification	182.6	243.2	425.8	271.1	961.1	217.6	1 449.7	2 183.4
Total	530.2	523.9	1 054.1	991.5	2 515.2	622.4	4 129.1	5 897.2

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes 1,309,200 persons who were not working at February 2012.

(b) Comprises persons who started with their current employer/business during the year ending February 2012 and had no previous employer/business within the 12 months to February 2012.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Excludes 'Inadequately described'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012,
Changes in employer/business or work—By selected personal characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2012			ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2012				Total(a)
	Changed employer/ business '000	Did not change employer/ business (b) '000	Total '000	Employees with some change in work '000	Employees with no change in work '000	Owner managers and contributing family workers(c) '000	Total '000	
				PERSONS	PERSONS	PERSONS	PERSONS	
Age group (years)								
15–19	101.3	237.0	338.3	81.4	253.1	*5.5	340.0	887.9
20–24	241.3	206.4	447.7	235.3	503.6	29.6	768.5	1 428.7
25–34	398.1	253.7	651.8	564.1	1 135.5	231.2	1 930.7	2 849.6
35–44	226.3	172.6	398.9	442.0	1 226.3	473.2	2 141.5	2 737.5
45–54	170.8	128.0	298.8	352.1	1 275.1	518.5	2 145.7	2 613.8
55–59	41.3	28.5	69.8	118.1	541.0	224.3	883.4	1 043.9
60 and over	26.1	34.5	60.5	89.7	465.7	362.7	918.0	1 141.3
Marital status								
Married	653.7	425.2	1 078.9	1 197.2	3 443.2	1 512.4	6 152.8	7 873.4
Not married	551.4	635.4	1 186.8	685.4	1 957.0	332.7	2 975.0	4 829.3
Relationship in household								
Family member	970.2	892.4	1 862.6	1 566.8	4 590.2	1 638.5	7 795.5	10 759.8
Husband, wife or partner	647.4	421.7	1 069.1	1 191.7	3 424.2	1 498.5	6 114.4	7 820.0
With dependants	311.5	228.1	539.6	645.7	1 739.3	786.6	3 171.6	4 032.0
Without dependants	335.9	193.6	529.5	546.0	1 685.0	711.9	2 942.8	3 788.0
Lone parent	48.8	51.2	100.0	104.1	255.2	61.9	421.3	596.9
With dependants	41.0	45.5	86.5	84.7	181.6	45.6	311.9	459.9
Without dependants	7.8	*5.7	13.5	19.4	73.6	16.3	109.3	137.1
Dependent student	60.6	179.8	240.4	64.6	227.6	8.6	300.7	697.2
Non-dependent child	185.3	201.2	386.5	176.9	563.4	52.8	793.1	1 372.3
Other family person	28.1	38.4	66.5	29.6	119.8	16.7	166.1	273.4
Non-family member	219.7	156.4	376.1	305.5	779.8	189.6	1 274.9	1 845.8
Lone person	105.3	69.9	175.2	193.5	513.8	153.7	861.0	1 158.5
Not living alone	114.4	86.6	200.9	112.0	266.0	35.9	413.9	687.2
Relationship not determined	15.2	11.8	27.0	10.3	30.2	16.9	57.4	97.2
Country of birth(d)								
Born in Australia	887.1	731.7	1 618.8	1 414.1	3 944.7	1 310.1	6 668.9	9 273.6
Born overseas	318.0	328.4	646.4	468.5	1 454.2	534.5	2 457.2	3 426.9
Level of highest non-school qualification								
With a non-school qualification	779.6	541.8	1 321.3	1 363.8	3 347.7	1 247.7	5 959.2	7 980.1
Postgraduate Degree	66.0	48.3	114.4	131.1	283.2	88.4	502.7	685.0
Graduate Diploma/Graduate Certificate	23.6	10.2	33.8	66.9	116.0	30.6	213.5	268.1
Bachelor Degree	236.2	183.6	419.8	476.3	1 074.0	353.4	1 903.8	2 502.2
Advanced Diploma/Diploma	107.7	86.7	194.4	220.1	551.1	204.0	975.2	1 298.7
Certificate III/IV	267.8	132.5	400.3	350.0	988.0	431.0	1 769.0	2 370.0
Certificate I/II	40.3	40.6	80.9	57.3	168.5	79.8	305.6	440.7
Certificate not further defined	20.2	25.8	46.0	32.5	81.0	17.9	131.4	201.7
Level not determined	17.8	14.0	31.8	29.6	85.9	42.6	158.1	213.8
Without a non-school qualification	425.5	518.9	944.4	518.8	2 052.5	597.3	3 168.6	4 722.6
Total	1 205.1	1 060.6	2 265.7	1 882.6	5 400.2	1 845.0	9 127.8	12 702.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Includes 1,309,200 persons who were not working at February 2012.

(b) Comprises persons who started with their current employer/business during the year ending February 2012 and had no previous employer/business within the 12 months to February 2012.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Excludes 'Inadequately described'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012,

Industry at February 2011—By duration with employer/business at February 2012

LESS THAN 12 MONTHS WITH
EMPLOYER/BUSINESS AT FEBRUARY 2012

	<i>Same industry Division at February 2012</i>	<i>Different industry Division at February 2012</i>	<i>Total</i>	<i>One year or more with employer/ business at February 2012</i>	<i>Not working at February 2012</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
Industry at February 2011	533.6	633.3	1 166.9	9 127.8	983.6	11 278.3
Agriculture, forestry and fishing	8.8	15.0	23.7	277.1	28.3	329.1
Mining	25.4	13.7	39.0	165.5	12.1	216.6
Manufacturing	34.7	49.5	84.2	805.5	76.5	966.2
Electricity, gas, water and waste services	*5.2	12.3	17.5	127.2	10.8	155.6
Construction	64.7	53.9	118.6	831.0	78.5	1 028.1
Wholesale trade	12.6	31.4	43.9	321.5	28.1	393.5
Retail trade	61.7	94.6	156.3	921.6	127.1	1 205.0
Accommodation and food services	57.4	74.9	132.4	473.0	121.2	726.6
Transport, postal and warehousing	22.6	27.0	49.6	438.5	34.4	522.5
Information media and telecommunications	10.8	11.6	22.4	183.9	22.8	229.1
Financial and insurance services	25.7	17.2	42.9	356.3	36.8	436.1
Rental, hiring and real estate services	8.8	18.0	26.8	168.6	18.8	214.2
Professional, scientific and technical services	44.1	45.9	90.0	721.5	57.6	869.1
Administrative and support services	16.0	41.3	57.3	293.6	30.6	381.5
Public administration and safety	17.9	29.6	47.5	648.3	52.3	748.2
Education and training	25.1	29.0	54.1	728.6	72.2	854.9
Health care and social assistance	63.0	28.2	91.2	1 140.4	108.8	1 340.4
Arts and recreation services	7.7	15.1	22.8	158.4	23.5	204.7
Other services	21.4	25.2	46.5	367.2	43.2	456.9
Not working at February 2011	..	..	1 098.8	..	325.6	1 424.4
Total	533.6	633.3	2 265.7	9 127.8	1 309.2	12 702.7

* estimate has a relative standard error of 25% to 50% and should be used with caution .. not applicable

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012,
Occupation at February 2011—By change in employer/business or work

OCCUPATION AT FEBRUARY 2011

	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers
	'000	'000	'000	'000	'000
Working at February 2012	1 366.4	2 342.9	1 557.1	920.0	1 538.9
Less than 12 months with employer/business at February 2012	103.3	228.3	182.6	118.4	150.0
Changed employer/business in the last 12 months(a)	98.0	211.1	177.0	108.8	135.4
Whether changed industry Division (February 2011 and February 2012)					
Same industry	45.3	103.1	93.2	51.8	52.0
Different industry	52.7	107.9	83.8	56.9	83.4
Whether changed Major occupation group (February 2011 and February 2012)					
Same occupation	48.1	152.1	125.0	53.4	86.2
Different occupation	49.9	59.0	52.0	55.3	49.2
Whether changed usual hours worked (February 2011 and February 2012)(b)					
Same usual hours worked	25.7	79.0	56.0	18.8	45.0
Different usual hours worked	71.8	131.9	120.2	90.0	89.6
Whether changed employment type (February 2011 and February 2012)					
Same employment type	73.5	154.2	115.1	69.4	97.0
Changed employment type	24.5	56.8	61.9	39.4	38.5
Did not change employer/business in the last 12 months	*5.3	17.3	*5.6	9.6	14.6
One year or more with current employer/business	1 263.1	2 114.6	1 374.6	801.7	1 388.9
Employees					
Whether changed Major occupation group with current employer in the last 12 months					
Same occupation	741.5	1 705.4	974.9	713.4	1 148.8
Changed occupation	25.2	31.6	18.8	17.1	44.2
Whether changed usual hours with current employer in the last 12 months(b)					
Same usual hours worked	621.2	1 401.9	816.8	521.2	991.0
Changed usual hours worked	103.0	232.6	96.3	116.6	141.8
Did not know or usual hours varied	42.5	102.5	80.5	92.6	60.2
Whether promoted and/or transferred with current employer in the last 12 months					
Promoted and/or transferred	173.7	360.0	150.7	109.5	229.1
Not promoted or transferred	593.0	1 377.0	843.0	621.1	963.9
Owner managers(c)	496.4	377.6	380.9	71.1	195.9
Not working at February 2012	85.6	191.2	121.2	122.2	134.6
Total	1 452.0	2 534.2	1 678.3	1 042.3	1 673.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

(b) Excludes 'Less than 1 hour or no hours worked'.

(a) Comprises only persons who were working at both February 2011 and February 2012.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

OCCUPATION AT FEBRUARY 2011 *continued*

	Sales workers	Machinery operators and drivers	Labourers	Total	Not working at February 2011	
					'000	'000
Working at February 2012	928.7	649.7	990.9	10 294.8	1 098.8	11 393.6
Less than 12 months with employer/business						
at February 2012	155.4	92.6	136.3	1 166.9	1 098.8	2 265.7
Changed employer/business in the last 12 months(a)	143.0	86.9	129.4	1 089.6	115.5	1 205.1
Whether changed industry Division (February 2011 and February 2012)						
Same industry	44.8	40.2	45.5	476.1	..	476.1
Different industry	98.2	46.6	83.9	613.5	..	613.5
Whether changed Major occupation group (February 2011 and February 2012)						
Same occupation	50.6	57.8	63.2	636.6	..	636.6
Different occupation	92.4	29.0	66.2	453.0	..	453.0
Whether changed usual hours worked (February 2011 and February 2012)(b)						
Same usual hours worked	25.8	25.8	24.5	300.6	..	300.6
Different usual hours worked	117.2	61.1	102.6	784.4	..	784.4
Whether changed employment type (February 2011 and February 2012)						
Same employment type	88.3	52.1	73.2	722.8	..	722.8
Changed employment type	54.7	34.7	56.2	366.7	..	366.7
Did not change employer/business in the last 12 months	12.4	*5.7	6.9	77.3	983.3	1 060.6
One year or more with current employer/business	773.3	557.1	854.6	9 127.8	..	9 127.8
Employees						
Whether changed Major occupation group with current employer in the last 12 months						
Same occupation	655.9	465.5	681.7	7 087.1	..	7 087.1
Changed occupation	24.3	12.7	21.9	195.8	..	195.8
Whether changed usual hours with current employer in the last 12 months(b)						
Same usual hours worked	468.6	394.4	540.4	5 755.5	..	5 755.5
Changed usual hours worked	115.9	35.4	80.8	922.5	..	922.5
Did not know or usual hours varied	95.6	48.4	82.5	604.8	..	604.8
Whether promoted and/or transferred with current employer in the last 12 months						
Promoted and/or transferred	92.8	53.4	71.9	1 241.0	..	1 241.0
Not promoted or transferred	587.3	424.8	631.7	6 041.8	..	6 041.8
Owner managers(c)	93.1	78.9	151.1	1 845.0	..	1 845.0
Not working at February 2012	132.1	62.6	133.9	983.6	325.6	1 309.2
Total	1 060.8	712.3	1 124.8	11 278.3	1 424.4	12 702.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

.. not applicable

(a) Comprises only persons who were working at both February 2011 and February 2012.

(b) Excludes 'Less than 1 hour or no hours worked'.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012,
Occupation at February 2011—By occupation at February 2012

OCCUPATION AT FEBRUARY 2011

	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers
	'000	'000	'000	'000	'000
Occupation at February 2012	1 366.4	2 342.9	1 557.1	920.0	1 538.9
Managers	1 289.6	30.1	9.0	11.9	18.2
Professionals	21.4	2 253.9	12.3	21.7	33.7
Technicians and trades workers	7.1	7.0	1 487.5	10.9	*6.7
Community and personal service workers	7.3	11.5	*4.7	843.7	*6.7
Clerical and administrative workers	19.1	22.5	8.3	14.8	1 445.0
Sales workers	13.0	9.5	7.2	8.3	16.4
Machinery operators and drivers	*4.6	*2.0	12.6	*2.9	*6.2
Labourers	*4.3	*6.3	15.5	*5.8	*6.0
Not working at February 2012	85.6	191.2	121.2	122.2	134.6
Unemployed at February 2012	41.4	83.8	74.7	61.3	59.3
Not in the Labour Force at February 2012	44.2	107.5	46.4	60.9	75.2
Total	1 452.0	2 534.2	1 678.3	1 042.3	1 673.5

* estimate has a relative standard error of 25% to 50% and should be used with caution

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2012,
Occupation at February 2011—By occupation at February 2012 *continued*

OCCUPATION AT FEBRUARY 2011 *continued*

	Sales workers	Machinery operators and drivers	Labourers	Total	Not working at February 2011	Total
	'000	'000	'000	'000	'000	'000
Occupation at February 2012						
Managers	19.7	*6.0	8.8	1 393.3	61.5	1 454.8
Professionals	21.3	**1.0	*5.2	2 370.5	152.0	2 522.5
Technicians and trades workers	7.9	10.3	19.6	1 557.1	150.0	1 707.1
Community and personal service workers	19.2	*2.3	12.5	907.9	154.1	1 062.0
Clerical and administrative workers	33.8	*5.6	9.8	1 559.0	138.7	1 697.7
Sales workers	809.5	*4.7	11.4	880.1	171.1	1 051.3
Machinery operators and drivers	*4.8	608.4	22.6	664.2	81.6	745.7
Labourers	12.5	11.4	900.9	962.7	189.8	1 152.5
Not working at February 2012	132.1	62.6	133.9	983.6	325.6	1 309.2
Unemployed at February 2012	68.0	35.7	67.7	491.9	177.8	669.8
Not in the Labour Force at February 2012	64.1	26.9	66.2	491.6	147.8	639.4
Total	1 060.8	712.3	1 124.8	11 278.3	1 424.4	12 702.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

VOLUNTARY REASON FOR CEASING LAST JOB

<i>Duration of last job</i>	<i>Unsatisfactory work conditions</i> '000	<i>Holiday job, returned to studies</i> '000	<i>To obtain better job or conditions, wanted a change</i> '000	<i>Family reasons</i> '000	<i>Retired, new business or other reasons(a)</i> '000	<i>Total</i> '000	<i>%</i>
MALES							
<i>Under 12 months</i>							
Under 3 months	80.5	28.5	79.1	15.5	52.6	256.2	50.1
3 months and under 6 months	38.2	11.2	27.1	*4.8	21.6	102.9	46.2
6 months and under 12 months	15.6	9.3	20.4	*3.1	13.5	62.0	51.8
1 and under 2 years	26.6	7.9	31.6	7.6	17.5	91.3	54.0
2 and under 3 years	24.0	9.2	61.2	11.3	30.7	136.4	65.1
3 and under 5 years	19.0	8.0	38.4	9.5	20.1	95.0	65.5
5 and under 10 years	22.1	*5.5	44.6	9.1	30.0	111.2	67.1
10 and under 20 years	14.1	*3.2	38.2	8.0	23.7	87.3	68.0
20 years and over	*3.5	**0.9	14.6	*2.7	21.7	43.5	67.0
<i>Total</i>	164.0	56.5	278.8	56.5	200.8	756.7	59.6
FEMALES							
<i>Under 12 months</i>							
Under 3 months	85.0	34.8	64.3	50.9	49.6	284.7	56.0
3 months and under 6 months	39.1	16.6	21.7	12.6	19.1	109.1	52.6
6 months and under 12 months	17.8	9.8	16.4	12.7	10.0	66.7	52.5
1 and under 2 years	28.2	8.3	26.2	25.6	20.6	108.9	62.6
2 and under 3 years	37.1	8.6	52.1	26.6	37.2	161.5	73.4
3 and under 5 years	16.9	8.6	33.1	22.1	19.3	100.0	72.2
5 and under 10 years	18.0	8.5	35.8	23.7	32.3	118.3	75.6
10 and under 20 years	13.9	*5.0	23.7	24.4	24.2	91.3	70.8
20 years and over	9.7	**1.3	9.1	8.2	20.8	49.0	73.3
<i>Total</i>	181.6	66.7	218.6	156.9	193.7	817.4	65.7
PERSONS							
<i>Under 12 months</i>							
Under 3 months	165.5	63.3	143.4	66.5	102.2	540.9	53.0
3 months and under 6 months	77.2	27.9	48.8	17.4	40.7	212.0	49.3
6 months and under 12 months	33.4	19.1	36.8	15.8	23.5	128.7	52.2
1 and under 2 years	54.8	16.3	57.8	33.2	38.0	200.2	58.4
2 and under 3 years	61.1	17.8	113.2	37.9	67.8	297.9	69.4
3 and under 5 years	35.8	16.5	71.5	31.7	39.5	195.0	68.8
5 and under 10 years	40.1	14.0	80.4	32.7	62.3	229.5	71.2
10 and under 20 years	28.1	8.2	61.8	32.4	47.9	178.6	69.4
20 years and over	13.2	*2.2	23.8	10.9	42.5	92.5	70.2
<i>Total</i>	345.6	123.2	497.4	213.4	394.5	1 574.1	62.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Includes persons whose business closed or was sold for other reasons.

IN VOLUNTARY REASON FOR CEASING LAST JOB

<i>Duration of last job</i>	<i>Retrenched, employer went out of business(a)</i>	<i>Job was temporary or seasonal</i>	<i>Own ill health or injury</i>	<i>Total</i>	<i>Total</i>
	'000	'000	'000	'000	%
MALES					
Under 12 months	95.0	138.9	21.1	255.0	49.9
Under 3 months	38.3	73.6	7.8	119.7	53.8
3 months and under 6 months	20.2	30.9	*6.6	57.6	48.2
6 months and under 12 months	36.5	34.4	*6.8	77.7	46.0
1 and under 2 years	41.0	24.8	7.2	73.0	34.9
2 and under 3 years	24.6	21.2	*4.1	50.0	34.5
3 and under 5 years	29.6	17.7	7.2	54.6	32.9
5 and under 10 years	24.6	*6.5	9.9	41.0	32.0
10 and under 20 years	14.5	*2.2	*4.7	21.4	33.0
20 years and over	11.1	*1.8	*5.5	18.3	40.2
Total	240.4	213.3	59.6	513.3	40.4
FEMALES					
Under 12 months	62.6	135.2	26.0	223.8	44.0
Under 3 months	17.6	69.2	11.4	98.2	47.4
3 months and under 6 months	20.4	34.3	*5.7	60.4	47.5
6 months and under 12 months	24.6	31.7	8.9	65.2	37.4
1 and under 2 years	26.8	26.5	*5.2	58.5	26.6
2 and under 3 years	13.3	11.1	14.1	38.6	27.8
3 and under 5 years	22.7	11.0	*4.5	38.2	24.4
5 and under 10 years	12.7	13.2	11.7	37.6	29.2
10 and under 20 years	7.1	*6.5	*4.2	17.8	26.7
20 years and over	*3.9	*6.0	*2.3	12.3	49.4
Total	149.1	209.7	68.0	426.8	34.3
PERSONS					
Under 12 months	157.6	274.2	47.1	478.9	47.0
Under 3 months	55.9	142.8	19.2	218.0	50.7
3 months and under 6 months	40.6	65.2	12.3	118.1	47.8
6 months and under 12 months	61.1	66.1	15.6	142.8	41.6
1 and under 2 years	67.8	51.3	12.4	131.5	30.6
2 and under 3 years	38.0	32.4	18.2	88.6	31.2
3 and under 5 years	52.3	28.8	11.7	92.7	28.8
5 and under 10 years	37.3	19.8	21.5	78.6	30.6
10 and under 20 years	21.7	8.7	8.9	39.2	29.8
20 years and over	15.0	7.8	7.8	30.6	43.5
Total	389.6	422.9	127.6	940.1	37.4
2 514.3					

* estimate has a relative standard error of 25% to 50%
and should be used with caution

(a) Includes all persons who were made redundant,
dismissed or had no work available.

	NSW '000	Vic. '000	Qld '000	SA '000	WA '000	Tas. '000	NT '000	ACT '000	Aust. '000
MALES									
Population 1									
Persons who worked at some time during the year ending February 2012	2 138.4	1 711.5	1 380.6	484.3	761.7	143.8	67.9	117.3	6 805.5
Population 2									
Persons who were working at February 2012	1 962.6	1 551.0	1 249.7	439.1	711.3	126.0	62.7	107.9	6 210.4
Population 3									
Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more	1 216.0	939.7	753.5	261.7	416.0	78.6	37.1	73.6	3 776.2
Population 4									
Persons who ceased a job during the year ending February 2012	358.2	328.4	275.3	90.9	151.0	30.8	14.0	21.5	1 270.1
Population 5									
Persons who ceased a job during the year ending February 2012 and were working at February 2012	182.4	167.9	144.4	45.7	100.5	13.0	8.8	12.2	674.9
Population 6									
Persons who were working at February 2011	1 908.4	1 546.0	1 223.4	436.9	678.5	131.7	59.3	104.5	6 088.7
Population 7									
Persons who were working at February 2011 and at February 2012	1 781.2	1 433.1	1 121.2	401.3	643.6	118.1	55.9	99.1	5 653.4
Population 8									
Persons who had worked with their employer/business at February 2012 for one year or more	1 603.6	1 263.8	985.0	356.8	548.8	105.4	47.7	87.7	4 998.8
Population 9									
Employees (excluding owner managers of incorporated enterprises) at February 2012 with paid leave entitlements	1 233.7	955.1	767.7	251.8	462.4	74.9	43.0	76.8	3 865.3
Population 10									
Employees (excluding owner managers of incorporated enterprises) at February 2012 without paid leave entitlements	311.1	233.1	226.0	84.0	105.3	21.7	8.1	15.0	1 004.2
FEMALES									
Population 1									
Persons who worked at some time during the year ending February 2012	1 839.5	1 493.0	1 217.4	426.2	623.0	129.4	60.5	108.2	5 897.2
Population 2									
Persons who were working at February 2012	1 626.8	1 299.2	1 065.3	379.3	550.4	108.6	55.5	98.2	5 183.2
Population 3									
Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more	1 119.0	879.5	704.6	260.0	360.9	75.0	35.1	72.5	3 506.6
Population 4									
Persons who ceased a job during the year ending February 2012	347.7	319.5	284.3	81.0	144.0	30.6	13.8	23.3	1 244.2
Population 5									
Persons who ceased a job during the year ending February 2012 and were working at February 2012	135.0	125.6	132.3	34.1	71.3	9.8	8.7	13.3	530.2
Population 6									
Persons who were working at February 2011	1 616.7	1 323.1	1 069.0	374.2	542.8	113.6	52.0	98.2	5 189.6
Population 7									
Persons who were working at February 2011 and at February 2012	1 454.2	1 170.4	950.8	339.9	490.1	97.9	48.0	90.1	4 641.4
Population 8									
Persons who had worked with their employer/business at February 2012 for one year or more	1 319.3	1 049.0	829.1	306.3	420.0	88.1	39.7	77.6	4 129.1
Population 9									
Employees (excluding owner managers of incorporated enterprises) at February 2012 with paid leave entitlements	1 031.0	844.9	651.5	226.4	370.2	68.7	39.8	74.7	3 307.2
Population 10									
Employees (excluding owner managers of incorporated enterprises) at February 2012 without paid leave entitlements	370.5	267.6	269.3	102.9	114.0	25.5	10.5	18.2	1 178.5

	NSW '000	Vic. '000	Qld '000	SA '000	WA '000	Tas. '000	NT '000	ACT '000	Aust. '000
PERSONS									
Population 1									
Persons who worked at some time during the year ending February 2012	3 977.9	3 204.5	2 598.0	910.4	1 384.8	273.2	128.4	225.5	12 702.7
Population 2									
Persons who were working at February 2012	3 589.4	2 850.2	2 315.0	818.4	1 261.6	234.6	118.2	206.1	11 393.6
Population 3									
Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more	2 335.0	1 819.3	1 458.1	521.7	776.8	153.6	72.3	146.1	7 282.8
Population 4									
Persons who ceased a job during the year ending February 2012	705.9	647.8	559.6	171.8	295.0	61.4	27.8	44.9	2 514.3
Population 5									
Persons who ceased a job during the year ending February 2012 and were working at February 2012	317.5	293.5	276.7	79.8	171.9	22.7	17.5	25.5	1 205.1
Population 6									
Persons who were working at February 2011	3 525.2	2 869.1	2 292.5	811.1	1 221.2	245.3	111.3	202.7	11 278.3
Population 7									
Persons who were working at February 2011 and at February 2012	3 235.4	2 603.5	2 072.1	741.2	1 133.7	215.9	103.8	189.2	10 294.8
Population 8									
Persons who had worked with their employer/business at February 2012 for one year or more	2 922.9	2 312.8	1 814.1	663.1	968.8	193.5	87.4	165.2	9 127.8
Population 9									
Employees (excluding owner managers of incorporated enterprises) at February 2012 with paid leave entitlements	2 264.7	1 800.0	1 419.2	478.2	832.6	143.6	82.8	151.5	7 172.5
Population 10									
Employees (excluding owner managers of incorporated enterprises) at February 2012 without paid leave entitlements	681.6	500.7	495.3	186.8	219.3	47.2	18.6	33.2	2 182.8

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Labour Mobility Survey, conducted throughout Australia in February 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. LFS also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated population counts;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Indigenous communities in very remote parts of Australia.

COVERAGE

7 The estimates in this publication relate to persons covered by the survey in February 2012. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

8 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

9 The initial sample for the February 2012 LFS consisted of 36,812 private dwelling households and special dwelling units. Of the 29,682 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 28,117 or 94.7% fully responded to the Labour Mobility Survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope and coverage exclusions) was 32,119.

EXPLANATORY NOTES *continued*

RELIABILITY OF THE ESTIMATES

- 10** Estimates in this publication are subject to sampling and non-sampling errors:
- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
 - Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

- 11** The estimates are based on information collected in the survey month (February) and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

- 12** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 2011* (cat. no. 1269.0).

- 13** From 2006, occupation data are classified according to the *ANZSCO — Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009* (cat. no. 1220.0). This classification replaced *ASCO — Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0).

- 14** Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0)* (cat. no. 1292.0). This classification replaced the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

- 15** Educational attainment data are classified according to *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0).

COMPARABILITY OF TIME SERIES

- 16** The Labour Force Survey estimates and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks after each five-yearly Census of Population and Housing (Census), however revisions were made to the population benchmarks from July 2011, including those used for the 2012 Labour Mobility Survey, to reflect revisions to ERP. For more details on population benchmarks, see the Explanatory Notes in *Labour Force, Australia* (cat. no. 6202.0), and for details about the revisions made see the article in the September 2011 issue of *Labour Force, Australia* (cat. no. 6202.0).

- 17** The scope of the Labour Mobility Survey was expanded in February 2006 to include all people aged 15 years and over.

- 18** In 2008, the introduction of ANZSCO First Edition and ANZSIC 2006 meant that data relating to change in occupation and industry are not comparable with previous years. Consequently, time series data for 'Whether changed occupation (last to current employer/business)' and 'Whether changed industry (last to current employer/business)' was removed from the 2008 Table 1 and Table 12. In previous issues Table 2 presented time series data for 'Duration with current employer/business'. This information is now presented in Table 1. Users need to exercise care when comparing these estimates with publications prior to February 2008.

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME SERIES *continued*

19 From 2008, data item 23, 'Whether changed occupation group (with current employer for one year or more)' is derived and output based on change at Major and Minor occupation levels. In previous years, this was derived and output based on change at any level. The following table compares estimates for data items 23a and 23b with how data item 23 was derived in 2006.

EMPLOYEES (EXCLUDING OMIES) WHO HAD BEEN WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, Whether changed occupation group—comparison of 2008 and 2006 methods

	2008 data item 23A Major level	2008 data item 23B Minor level	2008 using the 2006 method (any level)
'000	'000	'000	'000
Whether changed occupation group (with current employer for one year or more)			
Same occupation	6 174.8	6 102.7	5 990.1
Changed occupation	182.2	254.3	366.9
Total	6 357.1	6 357.1	6 357.1

20 In 2008 and previous years, other data items relating to change in occupation and change in industry are derived and output based on change in Major occupation group and change in industry Division.

COMPARABILITY WITH MONTHLY LFS STATISTICS

21 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

22 Similar surveys were conducted in November 1972, February 1975, February 1976 and annually from February 1979 to February 1992. Since then it has been conducted biennially. Results were published in *Labour Mobility, Australia* (cat. no. 6209.0).

PREVIOUS REVISIONS TO HISTORICAL DATA

23 Historical estimates of the number and proportion of people who were mobile in the labour market for the periods 1990 to 1996 were revised in the 1998 publication. Previously published estimates for reference periods from 1990 to 1996 will still contain incorrectly derived data. If you require further information about these revisions, please contact the National Information and Referral Service on 1300 135 070 or the Labour Market Section on (02) 6252 7206.

NEXT SURVEY

24 The ABS plans to collect labour mobility data again in February 2014. See *Information paper: Outcomes of the Labour Household Surveys Content Review, 2012* ([cat. no. 6107.0](#)) for more details.

ACKNOWLEDGEMENT

25 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

EXPLANATORY NOTES *continued*

PRODUCTS AND SERVICES

Confidentialised Unit Record File (CURF)

26 It is expected that a CURF will be produced from the Labour Mobility Survey subject to approval by the Australian Statistician. The Basic CURF will be available on CD-ROM, via the ABS Remote Access Data Laboratory (RADL) and the ABS Data Laboratory (ABSDL). The Expanded CURF will only be accessible through the RADL and ABSDL. The CURF will be available in SAS, STATA and SPSS format. A full range of up-to-date information about the availability of ABS CURFs and about applying for access to these is available via the ABS web site (see Services - CURF Microdata). For enquiries regarding CURFs, contact ABS CURF Management Unit via email at microdata.access@abs.gov.au or telephone (02) 6252 7714.

RELATED PUBLICATIONS

27 Other ABS publications which may be of interest include:

- *Australian Labour Market Statistics* (cat. no. 6105.0);
- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Force Experience, Australia* (cat. no. 6206.0);
- *Persons Not in the Labour Force, Australia* (cat. no. 6220.0);
- *Job Search Experience, Australia* (cat. no. 6222.0); and
- *Underemployed Workers, Australia* (cat. no. 6265.0).

28 Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

APPENDIX 1 CLASSIFICATION OF EDUCATION

CLASSIFICATION OF EDUCATION

In 2001, the *ABS Classification of Qualifications (ABSCQ)* (cat. no. 1262.0) was replaced by the *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0). The ASCED is a national standard classification which can be applied to all sectors of the Australian education system including schools, vocational education and training and higher education. ASCED replaces a number of classifications previously used in administrative and statistical systems, including the ABSCQ. The ASCED comprises two classifications: Level of Education and Field of Education.

Level of Highest Educational Attainment can be derived from information on Highest Year of School Completed and Level of Highest Non-school Qualification. The derivation process determines which of the 'non-school' or 'school' attainments will be regarded as the highest. Usually the higher ranking attainment will be self-evident, but in some cases some Secondary Education is regarded, for the purposes of obtaining a single measure, as higher than some Certificate level attainments.

The following decision table is used to determine which of the responses to questions on Highest Year of School Completed (coded to ASCED Broad Level 6) and Level of Highest Non-school Qualification (coded to ASCED Broad Level 5) will be regarded as the highest. It is emphasised that this table was designed for the purpose of obtaining a single value for the output variable Level of Highest Educational Attainment and is not intended to convey any other order.

Decision Table: Level of Highest Educational Attainment							
ASCED LEVEL OF EDUCATION CODES	Certificate n.f.d. (500)	Certificate III or IV n.f.d. (510)	Certificate IV (511)	Certificate III (514)	Certificate I or II n.f.d. (520)	Certificate II (521)	Certificate I (524)
Secondary Education n.f.d. (600)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Senior Secondary Education n.f.d. (610)	Senior Secondary n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Senior Secondary n.f.d.	Senior Secondary n.f.d.	Senior Secondary n.f.d.
Year 12 (611)	Year 12	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 12	Year 12	Year 12
Year 11 (613)	Year 11	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 11	Year 11	Year 11
Junior Secondary Education n.f.d. (620)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 10 (621)	Year 10	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 10	Certificate II	Year 10
Year 9 (622)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 8 (623)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 7 (624)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I

APPENDIX 1 CLASSIFICATION OF EDUCATION *continued*

CLASSIFICATION OF EDUCATION *continued*

The decision table is used to rank the information provided in a survey about the qualifications and attainments of a single individual. It does not represent any basis for comparison between differing qualifications. For example, a person whose Highest Year of School Completed was Year 12, and whose Level of Highest Non-school Qualification was a Certificate III, would have those responses crosschecked on the decision table and would as a result have their Level of Highest Educational Attainment output as Certificate III. However, if the same person answered 'Certificate' to the highest non-school qualification question, without offering any further detail, it would be crosschecked against Year 12 on the decision table as 'Certificate not further defined'. The output would then be 'Year 12'. The decision table, therefore, does not necessarily imply that one qualification is 'higher' than the other.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Labour Mobility Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

For more information about ABS data available on request, contact Client Services Section in Canberra on (02) 6252 7400, or via email <information.consultancy@abs.gov.au>.

Population 1:

Persons who worked at some time during the year ending February 2012

Population 2:

Persons who were working at February 2012

Population 3:

Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more

Population 4:

Persons who ceased a job during the year ending February 2012

Population 5:

Persons who ceased a job during the year ending February 2012 and were working at February 2012

Population 6:

Persons who were working at February 2011

Population 7:

Persons who were working at February 2011 and at February 2012

Population 8:

Persons who had worked with their employer/business at February 2012 for one year or more

Population 9:

Employees (excluding owner managers of incorporated enterprises) at February 2012 with paid leave entitlements

Population 10:

Employees (excluding owner managers of incorporated enterprises) at February 2012 without paid leave entitlements

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

.....

Data Items	Populations
1 State or territory of usual residence	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
2 Area of usual residence	All
State capital city	
Balance of state/territory	
3 Region of usual residence	All
Standard labour force dissemination regions	
4 Sex	All
Males	
Females	
5 Marital status	All
Married	
Not married	
6 Relationship in household	All
Family member	
Husband, wife or partner	
With dependants	
Without dependants	
Lone parent	
With dependants	
Without dependants	
Dependent student	
Non-dependent child	
Other family person	
Non-family member	
Lone person	
Not living alone	
Relationship not determined	
7A Country of birth and period of arrival	All
Born in Australia	
Born overseas	
Arrived before 1971	
Arrived 1971–1980	
Arrived 1981–1990	
Arrived 1991–2000	
Arrived 2001–2010	
Arrived 2011 to survey date	
7B Country of birth (1)	All
Born in Australia	
Born overseas	
Born in main English-speaking countries	
Born in other than main English-speaking countries	
7C Country of birth (2)	All
Born in Australia	
Born overseas	
Oceania and Antarctica	
North-West Europe	
Southern and Eastern Europe	
North Africa and the Middle East	
South-East Asia	
North-East Asia	
Southern and Central Asia	
Americas	
Sub-Saharan Africa	

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APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data Items	Populations
8 Age group (years)	All
15–19	
20–24	
25–34	
35–44	
45–54	
55–59	
60–64	
65 and over	
Note: Age collected in single years.	
9 Level of highest educational attainment	All
Postgraduate Degree	
Graduate Diploma/Graduate Certificate	
Bachelor Degree	
Advanced Diploma/Diploma	
Certificate III/IV	
Certificate I/II	
Certificate not further defined	
Year 12	
Year 11	
Year 10 or below	
Level not determined	
No educational attainment	
10A Level of highest non-school qualification	All
With a non-school qualification	
Postgraduate Degree	
Graduate Diploma/Graduate Certificate	
Bachelor Degree	
Advanced Diploma/Diploma	
Certificate III/IV	
Certificate I/II	
Certificate not further defined	
Level not determined	
Without a non-school qualification	
10B Highest year of school completed	All
Year 12	
Year 11	
Year 10	
Year 9	
Year 8 or below	
Never attended school	
10C Highest non-school qualification and whether qualification obtained overseas or within Australia	All
Born in Australia	
Born overseas	
With a non-school qualification	
Qualification obtained overseas	
Qualification obtained in Australia	
Without a non-school qualification	
11 Labour force status at February 2012	All
Employed	
Unemployed	
Not in the labour force	
12 Number of employers or businesses in the last 12 months	All
None	
One	
Two	
Three	
Four or more	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data Items	Populations
13 Change in work	3,8
Same employer for one year or more	
Employees (excluding OMIEs) with some change in work	
Employees (excluding OMIEs) with no change in work	
Owner managers and contributing family workers	
14 Whether changed employer/business in the last 12 months	4,5
Changed employer/business in the last 12 months	
Did not change employer/business in the last 12 months	
Currently not employed	
15 Whether working at February 2012	All
Working	
Not working	
16 Status in employment at February 2012	2,5,7,8
Employees	
Employers	
Own account workers	
Contributing family workers	
17 Full-time or part-time status at February 2012	2,3,5,7-10
Full-time workers	
Part-time workers	
18 Usual weekly hours worked at February 2012	2,3,5,7-10
1-19	
20-29	
30-34	
35-39	
40	
41-44	
45-48	
49 or more	
Less than 1 hour or no hours worked	
Note: Collected in single hours.	
19 Employment type at February 2012	2,3,5,7-10
Employees (excluding OMIEs)	
With paid leave entitlements	
Without paid leave entitlements	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
Contributing family workers	
20A Duration with employer/business at February 2012 (1)	2,3,5,7-10
Under 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
One year or more	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
20B Duration with employer/business at February 2012 (2)	2,3,5,7-10
Less than 12 months with current employer/business	
One year or more with current employer/business	
21 Occupation at February 2012	2,3,5,7-10
Managers	
Professionals	
Technicians and trades workers	
Community and personal service workers	
Clerical and administrative workers	
Sales workers	
Machinery operators and drivers	
Labourers	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

.....

<i>Data Items</i>	<i>Populations</i>
22 Industry at February 2012	2,3,5,7-10
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas, water and waste services	
Construction	
Wholesale trade	
Retail trade	
Accommodation and food services	
Transport, postal and warehousing	
Information media and telecommunications	
Financial and insurance services	
Rental, hiring and real estate services	
Professional, scientific and technical services	
Administrative and support services	
Public administration and safety	
Education and training	
Health care and social assistance	
Arts and recreation services	
Other services	
23A Whether changed Major occupation group (with current employer for one year or more)	3
Same occupation	
Changed occupation	
23B Whether changed Minor occupation group (with current employer for one year or more)	3
Same occupation	
Changed occupation	
24 Previous occupation with current employer/business	3
Managers	
Professionals	
Technicians and trades workers	
Community and personal service workers	
Clerical and administrative workers	
Sales workers	
Machinery operators and drivers	
Labourers	
25A Whether changed usual hours worked with current employer/business in the last 12 months - Employees (excluding OMIEs)	3
Same usual hours worked	
Changed usual hours worked	
Changed hours still full-time	
Changed hours still part-time	
Full-time to part-time	
Part-time to full-time	
Did not know or usual hours worked varied	
25B Whether changed usual hours worked with current employer/business in the last 12 months - Owner managers and contributing family workers	8
Same usual hours worked	
Changed usual hours worked	
Changed hours still full-time	
Changed hours still part-time	
Full-time to part-time	
Part-time to full-time	
Did not know or usual hours worked varied	
Not applicable (Employees excluding OMIEs)	

.....

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

.....

Data Items	Populations
26 Previous usual weekly hours worked with current employer/business	3,8
1–19	
20–29	
30–34	
35–39	
40	
41–44	
45–48	
49 or more	
Less than 1 hour or no hours worked	
Note: Collected in single hours.	
27 Whether entitled to paid sick leave at February 2012	3,9,10
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
28 Whether entitled to paid holiday leave at February 2012	3,9,10
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
29 Whether had paid leave entitlements at February 2012	3,9,10
Had paid leave entitlements	
Did not have paid leave entitlements	
30 Whether promoted with current employer in the last 12 months	3
Promoted	
Not promoted	
31 Whether transferred with current employer in the last 12 months	3
Transferred	
Not transferred	
32 Whether promoted and/or transferred with current employer in the last 12 months	3
Promoted and/or transferred	
Promoted only	
Transferred only	
Promoted and transferred	
Not promoted or transferred	
33 Reason for ceasing last job	4,5
Lost a job	
Retrenched, made redundant, employer went out of business, dismissed, no work was available	
Job was temporary or seasonal	
Own ill health or injury	
Left a job	
Unsatisfactory work conditions	
Holiday job, returned to studies	
To obtain better job or conditions	
Retired	
Family reasons	
New business or other reasons	
Business closed or sold for other reasons	
34 Usual weekly hours worked in last job	4,5
1–19	
20–29	
30–34	
35–39	
40	
41–44	
45–48	
49 or more	
Less than 1 hour or no hours worked	
Note: Collected in single hours.	

.....

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

.....

<i>Data Items</i>	<i>Populations</i>
35 Employment type in last job	4,5
Employees (excluding OMIEs)	
With paid leave entitlements	
Without paid leave entitlements	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
Contributing family workers	
36 Duration of last job	4,5
Under 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
37 When began last job	4,5
Began last job more than one year ago	
Began and ceased a job in the last 12 months	
38A Whether changed Major occupation group (last to current employer/business)	5
Same occupation	
Changed occupation	
38B Whether changed Minor occupation group (last to current employer/business)	5
Same occupation	
Changed occupation	
39A Whether changed industry Division (last to current employer/business)	5
Same industry	
Changed industry	
39B Whether changed industry Subdivision (last to current employer/business)	5
Same industry	
Changed industry	
40 Whether changed employment type (last to current employer/business)	5
Same employment type	
Changed employment type	
41 Whether changed usual hours worked (last to current employer/business)	5
Same usual hours worked	
Changed usual hours worked	
42 Occupation of last job	4,5
Managers	
Professionals	
Technicians and trades workers	
Community and personal service workers	
Clerical and administrative workers	
Sales workers	
Machinery operators and drivers	
Labourers	

.....

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

.....

Data Items	Populations
43 Industry of last job	4,5
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas, water and waste services	
Construction	
Wholesale trade	
Retail trade	
Accommodation and food services	
Transport, postal and warehousing	
Information media and telecommunications	
Financial and insurance services	
Rental, hiring and real estate services	
Professional, scientific and technical services	
Administrative and support services	
Public administration and safety	
Education and training	
Health care and social assistance	
Arts and recreation services	
Other services	
44 Whether entitled to paid sick leave in last job	4,5
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
45 Whether entitled to paid holiday leave in last job	4,5
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
46 Whether had paid leave entitlements in last job	4,5
Had paid leave entitlements	
Did not have paid leave entitlements	
47 Whether working at February 2011	All
Working	
Not working	
48 Usual weekly hours worked at February 2011	3,6-8
1–19	
20–29	
30–34	
35–39	
40	
41–44	
45–48	
49 or more	
Less than 1 hour or no hours worked	
Note: Collected in single hours.	
49 Employment type at February 2011	3,6-8
Employees (excluding OMIEs)	
With paid leave entitlements	
Without paid leave entitlements	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
Contributing family workers	
50A Whether changed Major occupation group (February 2011 and February 2012)	3,7,8
Same occupation	
Different occupation	
50B Whether changed Minor occupation group (February 2011 and February 2012)	3,7,8
Same occupation	
Different occupation	
51A Whether changed industry Division (February 2011 and February 2012)	3,7,8
Same industry	
Different industry	

.....

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data Items</i>	<i>Populations</i>
51B Whether changed industry Subdivision (February 2011 and February 2012)	3,7,8
Same industry	
Different industry	
52 Whether changed employment type (February 2011 and February 2012)	3,7,8
Same employment type	
Different employment type	
53 Whether changed usual hours worked (February 2011 and February 2012)	3,7,8
Same usual hours worked	
Different usual hours worked	
Currently not employed	
54 Occupation at February 2011	3,6-8
Managers	
Professionals	
Technicians and trades workers	
Community and personal service workers	
Clerical and administrative workers	
Sales workers	
Machinery operators and drivers	
Labourers	
55 Industry at February 2011	3,6-8
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas, water and waste services	
Construction	
Wholesale trade	
Retail trade	
Accommodation and food services	
Transport, postal and warehousing	
Information media and telecommunications	
Financial and insurance services	
Rental, hiring and real estate services	
Professional, scientific and technical services	
Administrative and support services	
Public administration and safety	
Education and training	
Health care and social assistance	
Arts and recreation services	
Other services	
56 Whether entitled to paid sick leave at February 2011	3,6-8
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
57 Whether entitled to paid holiday leave at February 2011	3,6-8
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
58 Whether had paid leave entitlements at February 2011	3,6-8
With paid leave entitlements	
Without have paid leave entitlements	

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on particular aspects of the labour force. The following is an historical list of labour surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	cat. no.	Frequency	Latest issue
Monthly Population Supplementary Surveys			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Childhood Education and Care, Australia	4402.0	Irregular	June 2011
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2011
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2011
Forms of Employment, Australia	6359.0	Annual	November 2011
Job Search Experience, Australia	6222.0	Annual	July 2011
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2012
Locations of Work	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2011
Underemployed Workers, Australia	6265.0	Annual	September 2011
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2009
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010–2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010–2011
Work-Related Injuries, Australia	6324.0	Irregular	2009–2010

- (a) This product replaces the publication Labour Force Status and Other Characteristics of Recent Migrants, Australia (cat. no. 6250.0).

- (b) Latest data available on request July 2001.
(c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Estimates in this publication are based on information obtained from occupants of a sample of dwellings, and are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

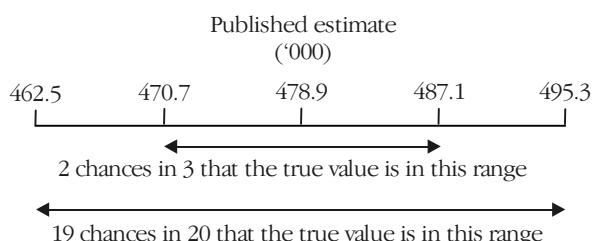
CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 10 shows that 478,900 people involuntarily ceased a job during the year and their duration in that job was less than 12 months. Since this estimate is between 300,000 and 500,000, table T1 shows that the SE for Australia will lie between 6,650 and 8,350 and can be approximated by interpolation using the following general formula:

SE of estimate

$$\begin{aligned} &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\ &= 6,650 + \left(\left(\frac{478,900 - 300,000}{500,000 - 300,000} \right) \times (8,350 - 6,650) \right) \\ &= 8,200 \text{ (rounded to the nearest 100)} \end{aligned}$$

4 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 470,700 to 487,100 and about 19 chances in 20 that the value will fall within the range 462,500 to 495,300. This example is illustrated in the following diagram.



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.2) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%,

TECHNICAL NOTE DATA QUALITY *continued*

CALCULATION OF STANDARD ERROR *continued*

preceded by a double asterisk (e.g. **0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of less than 25%.

PROPORTIONS AND PERCENTAGES

6 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

7 Considering the previous example from table 10, of the 478,900 people who ceased a job involuntarily during the year ending February 2012, and their duration of last job was less than 12 months, 274,200 or 57.3% gave their reason as 'Job was temporary or seasonal'. The SE of 274,200 may be calculated by interpolation as 6,400. To convert this to an RSE we express the SE as a percentage of the estimate, or $6,400/274,200 = 2.3\%$. The SE for 478,900 was calculated previously as 8,200, which converted to an RSE $8,200/478,900 = 1.7\%$. Applying the above formula, the RSE of the proportion is:

$$RSE = \sqrt{(2.3)^2 - (1.7)^2} = 1.5\%$$

8 Therefore, the SE for the proportion of people who reported their reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months is 0.9 percentage points ($= (57.3/100) \times 1.5$). Therefore, there are about two chances in three that the proportion of people who reported their reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months or more was between 56.4% and 58.2% and 19 chances in 20 that the proportion is within the range 55.5% to 59.1%.

DIFFERENCES

9 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates ($x-y$) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

10 While this formula will only be exact for differences between separate and uncorrelated characteristics or sub populations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

TECHNICAL NOTE DATA QUALITY *continued*

.....

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

.....

Size of Estimate (persons)	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	AUST.	
									no.	%
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	190	270	380	76.0
700	660	620	580	390	480	270	220	300	480	68.6
1,000	760	710	680	450	550	310	260	330	610	61.0
1,500	900	830	810	530	640	360	300	360	780	52.0
2,000	1 010	930	910	590	710	390	330	390	920	46.0
2,500	1 100	1 000	1 000	650	800	400	350	400	1 050	42.0
3,000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3,500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4,000	1 300	1 200	1 200	750	900	500	400	450	1 350	33.8
5,000	1 450	1 300	1 250	800	1 000	500	450	500	1 500	30.0
7,000	1 650	1 500	1 450	900	1 150	600	550	600	1 700	24.3
10,000	1 850	1 700	1 600	1 050	1 300	700	700	700	2 000	20.0
15,000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20,000	2 400	2 200	1 950	1 350	1 650	1 000	1 250	1 000	2 550	12.8
30,000	2 800	2 550	2 250	1 550	1 900	1 250	1 750	1 250	2 900	9.7
40,000	3 100	2 800	2 500	1 800	2 100	1 500	2 200	1 500	3 150	7.9
50,000	3 350	3 050	2 750	2 000	2 300	1 700	2 600	1 650	3 400	6.8
100,000	4 250	4 000	3 750	3 000	3 400	2 400	4 550	2 250	4 300	4.3
150,000	5 000	4 850	4 600	3 850	4 450	2 850	6 200	2 500	5 000	3.3
200,000	5 750	5 650	5 400	4 550	5 350	3 200	7 800	2 650	5 600	2.8
300,000	7 250	7 250	6 850	5 550	6 750	3 700	10 600	2 800	6 650	2.2
500,000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1,000,000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2,000,000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5,000,000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10,000,000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4
15,000,000	..	..	..	..	..	..	..	..	42 850	0.3

.....

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

.....

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
Relative Standard Error (RSE) of 25%	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400	6 800
Relative Standard Error (RSE) of 50%	2 000	1 800	1 700	800	1 200	500	300	600	1 600

.....

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Born in Australia	Includes persons born in Australia, Norfolk Island and Australian External Territories.
Ceased a job voluntarily	People who ceased a job voluntarily, because: <ul style="list-style-type: none"> ■ of unsatisfactory work arrangements/pay/hours; or ■ the job was seasonal, temporary or a holiday job and they left that job to return to studies; or ■ they retired, started a new business, got a better job, left for family reasons.
Ceased a job involuntarily	People who ceased a job involuntarily, because: <ul style="list-style-type: none"> ■ they were retrenched or their business closed down because of financial difficulties; or ■ the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or ■ they left their job because of their own ill health or injury.
Change in employer/business	People who were employed at February 2012 and, within the 12 months to February 2012, ceased working with one employer/business and started working with another employer/business in relation to their main job.
Change in employment type	Any change in employment type in relation to main job.
Change in industry Division	Any change between industry Divisions as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Change in industry Subdivision	Any change between industry Subdivisions as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Change in Major occupation group	Any change between Major occupation groups as classified by the <i>Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
Change in Minor occupation group	Any change between Minor occupation groups as classified by the <i>Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
Change in usual hours	Any change in the number of usual hours worked in relation to main job.
Change in work	Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2012 and reported that, in the 12 months to February 2012, they had: <ul style="list-style-type: none"> ■ been promoted; ■ transferred to a different position; ■ changed usual hours worked; or ■ changed occupation.
Contributing family workers	People who work without pay, in an economic enterprise operated by a relative.
Current employer/business	Refers to the employer/business which the person had in the week before the interview. Where the person had more than one employer/business, the employer/business for which most hours were usually worked, was regarded as the current employer/business.
Did not change employer/business	For this publication, mainly refers to people who were employed at February 2012 for less than 12 months, and did not work with a different employer/business in the previous 12 months. People who were working at February 2012 for one year or more could also be considered to have not changed employer/business, but are not included in data items in this survey.
Different employment type	See 'Change in employment type'.
Different industry	See 'Change in industry'.
Different occupation	See 'Change in occupation'.
Different usual hours worked	See 'Change in usual hours'.

GLOSSARY *continued*

Duration of last job	The period from the commencement of the last job up to the time the person ceased working in that job.
Duration with employer/business at February 2012	The period between the commencement with the current employer/business and the week before the interview.
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or ■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ■ away from work for less than four weeks up to the end of the reference week; or ■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or ■ away from work as a standard work or shift arrangement; or ■ on strike or locked out; or ■ on workers' compensation and expected to return to their job; or ■ were employers or own account workers who had a job, business or farm, but were not at work.
Employees	<p>People who:</p> <ul style="list-style-type: none"> ■ worked for a public or private employer; and ■ received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, or for tips, piece-rates or payment in kind; or ■ operated their own incorporated enterprise with or without hiring employees.
Employer/business at February 2012	See 'Current employer/business'.
Employers	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.
Employment type	<p>Classifies employed people according to the following categories on the basis of their main job (that is, the job in which they usually worked the most hours):</p> <ul style="list-style-type: none"> ■ Employees (excluding owner managers of incorporated enterprises); <ul style="list-style-type: none"> ■ with paid leave entitlements; ■ without paid leave entitlements; ■ Owner managers of incorporated enterprises; ■ Owner managers of unincorporated enterprises; ■ Contributing family workers.
Full-time workers in main job	Employed people who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and/or services. In this publication, industry refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Last job	The last job in which employment ceased during the reference period.
Level of highest educational attainment	Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. See Appendix 1 for an explanation of how highest level is derived.

GLOSSARY *continued*

Level of highest non-school qualification	Non-school qualifications are awarded for educational attainments other than those of pre-primary, primary or secondary education. They include qualifications at the Post Graduate Degree level, Master Degree level, Graduate Diploma and Graduate Certificate level, Bachelor Degree level, Advanced Diploma and Diploma level, and Certificates I, II, III and IV levels. Non-school qualifications may be attained concurrently with school qualifications.
Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.
Not employed	People who were either 'unemployed' or 'not in the labour force' as defined.
Not in the labour force	People who were not in the categories 'employed' or 'unemployed' as defined.
Not working at February 2012	See 'Not Employed'.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by <i>ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
Own account workers	People who operated their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.
Owner managers	People who work in their own business, with or without employees, whether or not the business is an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.
Owner managers of incorporated enterprises (OMIEs)	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (may also be known as a limited liability company). These people are classified as employees under 'status in employment'.
Owner managers of unincorporated enterprises (OMUEs)	People who operated their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if it does not.
Part-time workers in main job	Employed people who usually worked less than 35 hours a week (in their main job) and who did so during the reference week.
Previous job	See 'Last job'.
Promoted	A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded.
Reference period	The 52 weeks up to the end of the week prior to interview.
Reference week	The week preceding the week in which the interview was conducted.
Retrenched	People who ceased their last job because they were either: <ul style="list-style-type: none"> ■ employees who were laid off, including no work available, made redundant, employer went out of business or dismissed; and ■ self employed people whose business closed down for economic reasons, including 'went broke', liquidated, no work, or no supply or demand.

GLOSSARY *continued*

Status in employment	Employed people classified by whether they were employees, employers, own account workers, or contributing family workers.
Transferred	A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.
Unemployed	People aged 15 years and over who were not employed during the reference week, and: <ul style="list-style-type: none">■ had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or■ were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.
Usual hours worked	The number of hours usually worked.
With paid leave entitlements	The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.
Without paid leave entitlements	Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid sick leave and paid holiday leave in their current job.
Worked at some time during the year ending February 2012	For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. People who were either currently employed, or reported having worked for an employer or in their own business at some time in the previous year, were defined as having worked at some time during the year ending February 2012.
Working at February 2011	For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. Therefore, people who reported that they had a job or business one year ago were defined as working at February 2011.
Working at February 2012	See 'Employed'.

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